REPORT RESUMES

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FINAL REPORT ON THE CORPSMEN ADJUSTMENT STUDY.
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RESULTS OF UNSTRUCTURED SMALL GROUP INTERVIEWS WITH 78 FORMER CORPSMEN AND 10 COWORKERS AND INDIVIDUAL INTERVIEWS WITH 33 OF THEIR EMPLOYERS IN NEW YORK, CHICAGO, HOUSTON, AND SAN FRANCISCO WERE ANALYZED TO DETERMINE THE PROBLEMS THAT CONFRONT JOB CORPSMEN WHO HAVE COMPLETED THEIR TRAINING. RESPONSES WERE CODED, TABULATED, AND SUBJECTED TO KENDALL'S RANK ORDER CORRELATION COEFFICIENT TEST. FINDINGS INCLUDED -- (1) YOUNGER CORPSMEN HAD GREATER DIFFICULTY FINDING JOBS THAN DID OLDER ONES, (2) THE PERCENTAGE OF EMPLOYED RELOCATED CORPSMEN WAS ABOUT FOUR TIMES GREATER THAN THE PERCENTAGE OF EMPLOYED CORPSMEN RETURNING TO THEIR HOMES, (3) ONLY THOSE WHO HAD FOUND SUITABLE EMPLOYMENT ADMITTED THAT THEY EXPECTED THE JOB CORPS TO TRAIN THEM SO THAT THEY COULD GET A JOB, AND (4) A SIGNIFICANT NUMBER OF EMPLOYERS AND COWORKERS BELIEVED CORPSMEN HAD UNREALISTICALLY HIGH JOB EXPECTATIONS. RECOMMENDATIONS INVOLVED IMPROVING SOME CENTER PRACTICES, CHANGING SOME, AND EXTENDING SERVICES BEYOND IN-CENTER TRAINING. SPECIFICALLY, IT WAS RECOMMENDED THAT (1) RECRUITERS BE BETTER APPRISED OF ACTUAL CONDITIONS AT THE CENTER, (2) LIAISON WITH STATE EMPLOYMENT COMMISSIONS WHICH CARRY OUT PLACEMENT FUNCTIONS BE IMPROVED, (3) PLACEMENT PERSONNEL RECEIVE TRAINING TO OPTIMIZE THEIR EFFECTIVENESS, (4) CORPSMEN IN TRAINING NOT BE OVERCOMMITTED TO A PARTICULAR ROUTINE OF PERFORMING SKILLS AND RECEIVE MORE PREPARATION IN THE NONSKILLS ASPECTS OF GOOD JOB PERFORMANCE, AND (5) FOLLOWUP FACILITIES TO HELP CORPSMEN INTEGRATE INTO NEW GROUPS, ORGANIZATIONS, AND COMMUNITIES BE DEVELOPED. (ET)

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FINAL REPORT ON THE CORPSMEN ADJUSTMENT STUDY

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6510

TABLE OF CONTENTS

INTRODUCTION 1

DATA COLLECTION 7

PROBLEMS OF FIELD INVESTIGATION 16

METHODOLOGY 21

DESCRIPTION OF POPULATIONS INTERVIEWED 24

ANALYSIS OF CORPSMEN DATA 33

ANALYSIS OF EMPLOYER AND SUPERVISOR INTERVIEWS 59

ANALYSIS OF COWORKER INTERVIEWS 70

RECOMMENDATIONS 77

APPENDIX I FACSIMILES OF DATA

APPENDIX II CODE CONSTRUCTS

6511

INTRODUCTION

The following is a report of a study undertaken to determine the problems that confront returning Corpsmen. Results indicate that, although Job Corps has made a power impact on the attitudes and behavior of Corpsmen, there are major problem areas which should be ameliorated.

These problem areas are:

- --placement
- --relations with coworkers and supervisors
- --establishment of social relations

Each of these problem areas threatens to dissipate and obviate some part of the positive effect that Job Corps residential training has had on Corpsmen.

Corpsmen were interviewed in groups. The technique was unstructured, and consequently, the responses elicited may be considered as a spontaneous statement of Corpsman concerns. The concordance of the resulting data speaks for the impact

6512

that Job Corps has had on these youths. When responses were coded and tabulated, they were subjected to Kendall's rank order correlation coefficient test. The statistical outcomes of these tests indicate a high order of correlation between all cities in both the eight major and forty-seven minor categories of response. It is highly unlikely that any four randomly selected populations of disadvantaged youths would spontaneously respond in so uniform a fashion. Differences of response from city to city in specific responses within intermediate categories do exist, and can be attributed to such factors as differential unemployment and relocation rates. But the degree of correlation between the cities must be accounted for by the common experience shared by these youths and its impact on them; that experience is Job Corps.

These Corpsmen nearly universally want to work and want to stay out of trouble. They consider joining Job Corps an important option in their lives. Job Corps is a voluntary program. Each Corpsman has at some point reviewed his life and made a conscious option to make something better of it. He has chosen to get off the streets, learn a trade and to join the mainstream of the American labor force. He most often leaves the Center intent upon utilizing his training to get a job. He wishes to continue to divorce himself from his previous life on the streets.

Let us consider some of the problems he encounters when he leaves the Center,

6513

which threaten his ability to achieve these goals. In order to fulfill his objectives he must get a job, keep a job, and make a new set of friends who share his desire to be a productive member of society.

Before a Corpsman goes to a Center he encounters Job Corps recruiters and screeners. Often the option made by the prospective Corpsman is jeopardized by lack of coordination in recruiting and screening. Many Corpsmen, who were interviewed, stated that recruiters and screeners misrepresent the facilities and conditions at the Centers. Apparently, it is not uncommon for a Corpsman who has been promised a training program that interests him to be sent to a Center that does not offer this program. It seems that recruiting and screening should be better apprised of Center offerings. For instance, Conservation Center bulletins often describe the Center and its facilities as it is planned but not necessarily yet realized.

After a Corpsman leaves the Center, he must first find a place to live. For those Corpsmen who return home, this usually is not a problem. They move in with family or relatives. For the relocating Corpsman or the Corpsman who does not wish to live with his family, finding residential facilities is a difficult job. If he relocates, he does not know the city and the possibilities available. Often he does not know what is a reasonable amount to pay for rent. Or he moves into a furnished facility that has no provision for cooking, and soon discovers that eating in restaurants is more than his budget can accommodate.

The returning Corpsman must find a job. Placement often looms as an immediate obstacle to the achievement of the Corpsman's objectives. In the four study cities, the effectiveness of placement agencies widely varies. Everywhere, except Houston, Corpsmen expressed extreme dissatisfaction with placement facilities. The state employment commissions that formally are charged with placement responsibility are notified that a Corpsman is leaving the Center. It is their responsibility to assist him to find a job. Preferably, this job should relate to his training. Among those interviewees who are not placed as yet, there are individuals who have never been contacted by the commission. Many who are employed feel that employment commission personnel are hostile, insensitive, and uncooperative. They state that no effort is being made to place them in jobs that relate to their training, and that they are being offered the same jobs that they were offered prior to their Job Corps training. They are being encouraged to accept low-paying, dead-end jobs. Typically, except in Houston, no effort is being made by placement personnel to acquaint employers with the nature and quality of the training that Corpsmen have received, or to convince them that Corpsmen are good employment risks.

6515

There are two aspects of Corpsmen difficulties with coworkers and employers that relate to keeping jobs. The first involves the mores of the work situation. And the second relates to an unviable sense of proficiency instilled by the Centers. Corpsmen often have difficulty in rapidly adjusting to the way things are done in their place of employment. Some do not call in when they are ill. Some do not come to work on time. Some interrupt work flow with inappropriate socializing. Some take breaks at the wrong times, etc. Often they seem to feel that their job should replicate patterns customary at the Center. Too often Corpsmen are led by the Center to feel that their training automatically qualifies them for the highest job in their vocation. They learn specific ways of doing things and feel that these are the only proper ways. Yet, on-the-job procedures may be quite different. When Corpsmen are reprimanded because of such mistakes, they often feel that people at the job are against them and quit rather than face further criticism. Because they are so rigidly certain that the way they learned at the Center is correct, they interpret efforts to integrate them into the job as stupidity on the part of supervisors or as personal attacks on themselves.

Returning Corpsmen have notable difficulty in making new friends. For those who return home there is a reluctance to reestablish contacts with old friends, who are associated with former difficulties and who the Corpsmen feel will

6515

lead them into trouble. Relocating Corpsmen are new to the city where they find their jobs and find difficulty in becoming a part of a new community. The result is that both those who go home and those who relocate find themselves socially isolated.

The final chapter of this report will make recommendations for the amelioration of these problems and suggest ways to maximize the positive effects of Job Corps.

6516

DATA COLLECTION

Job Corps graduates, coworkers, and employers and work supervisors were interviewed in New York, Chicago, Houston, and San Francisco. Fifty hours of group and individual interviews were recorded: 40 hours with former Corpsmen, 4 hours with coworkers, and 6 hours with work supervisors and employers.

Job Corps graduates were interviewed to discover their perceptions and expectations about living in the city and about their working relations with fellow workers and supervisors. They were encouraged to discuss, amongst themselves, what they now feel is required to get along and be successful on a job. In addition, they were asked to discuss the problems they have confronted on the job and in living in the city. The ways in which they have attempted to overcome these problems and the degree to which Job Corps prepared them to do this were also considered.

The following check list outlines the kinds of information that the interviewers attempted to elicit:

Job

Kind of job desired
Kind of job obtained

Knowledge of behavioral requirements pre-job

Adequacy of Job Corps training

Coworkers

- --friendly
- --lunch mates
- --discussions
- --evening recreation
- --discrimination
- --guidance
- --similar to childhood acquaintances

Supervisor

- --friendly
- --reinforcing

Satisfaction with job

- --salary high as it should be
- --stepping stone
- --location
- --fringe benefits (health insurance)
- --is job low level
- --are you doing a good job

Additional incomes

Future expectations

- --raise (how much)
- --another job (could you get a better one now, doing what, where)

6518

--army

--educational

Labor unions

--have you joined

--if not: why (discrimination)

Previous jobs

--were they different

Urban Setting

Size

--population

People

--perceptions

City services

--policemen

--transportation

--job finding

--parks

--welfare

--medical

Legal protection

Banks

--savings accounts

--checking accounts

Stores

- --charge accounts
- --time payments
- --debts

Kind of place

Living Facilities

Location

- --work (transportation, budget)
- --recreation (budget for: bars, clubs, dances, sports, movies)
  (with whom: friends, family, girls)
- --neighborhood
- --visits
- --size (number of rooms, rent)
- --furnishings (expenditures, budget)
- --telephone
- --television
- --phonograph
- --radio
- --musical instruments
- --kind of music preferred
- --roommates (family, friends, girl)
- --marriage (when can you afford it)

Natal Family & Relatives

Size

- --parents
- --siblings
- --others

Attitudes

- --parents
- --siblings
- --others

Family reference or Job Corps decision

Does a family member have same job

Dependants

- --pay

Prior family debts

Phasing Out

Job Corps preparation for getting job

Job Corps preparation for job setting

Why did you leave Job Corps Center

6521

How was phasing out made easier

- pay transportation
- get job
- get apartment

Refresher courses

OEO Regional Office

Contacts with Job Corps friends

Interviews with former Corpsmen were generally conducted in groups. These group interviews created an atmosphere in which exchange of information and reaction was "free flowing" rather than confining, as might have been the case in structured interviews. The utilization of tape as a research medium led to franker and fuller discussions of problem areas, expectations, levels of achievement, the elements of disappointments and dissatisfaction, and the like.

Interviewees were permitted substantially to carry the direction of the interview. Only near the end of an interview did the interviewer ask specific questions about information areas that had not previously been touched upon. Therefore, information areas receiving the most emphasis and elaboration are determined by what the interviewees felt to be most important.

The group setting of the interviews proved, as in the past, to be productive of much highly sensitive material. In a group, respondents reinforce and stimulate each other. The truly successful group interview of this type is one in which the interviewer does the least talking and intervenes as little as possible.

A consistent pattern, dependent on the number of interviewees, emerged during the study and confirmed earlier experience with the technique. Interviews are most successful when the interviewees number between 4 and 8. More than 8 interviewees is too large a number, which leads to independent parallel discussions in which the group fissions into discrete segments. Under 4 interviewees leads to 2 distinct patterns. When 3 interviewees are present, only 2 speak. When 2 interviewees are present discussion cannot be sustained with the result that the interviewer must perforce intervene in order to get any information. The 2-interviewee pattern is typically: Interviewer --Interviewee 1 --Interviewer --Interviewee 2 --Interviewer --Interviewee 1 _ad infinitum._

Coworkers were interviewed to arrive at their perceptions of what comprises a good fellow worker, and a bad one. They were asked to discuss what they expect of their fellow workers and whether the Job Corps graduates with whom they are employed meet these expectations. In two of the cities visited, no industrial work crews or coworkers could be interviewed because of the lack of cooperation of employers. In the other two cities, only two such interviews were possible. Each

6523

includes five people.

Employers and industrial work supervisors were asked to comment on their expectations and requirements of a good worker. Further, they discussed the degree to which most former Job Corpsmen fulfill these expectations and requirements and proposed methods for increasing the number of graduate Corpsmen who succeed on the job. Employers were generally interviewed individually because all interviews were conducted in their offices.

After each interview a profile sheet was filled out for each person interviewed. For former Corpsmen it included the following information: name, current address, age, Job Corps Center, length of stay at Center, ethnicity, location before Job Corps, place of birth, and jobs previous to Job Corps. For coworkers and employers, the following information was included: name , company, position, age, and ethnicity. All individuals interviewed were assigned an identification code number. The code was constructed as follows:

Column 1 - City
  1. New York
  2. Chicago
  3. San Francisco
  4. Houston

6524

Column 2 - Type

1. Corpsman
2. Coworker or industrial crew member
3. Industrial work supervisor or employer

Columns 3 and 4 - Interview Number

01
02
↓
nn

Column 5 - Center Type

1. Conservation
2. Urban
3. Combined

Column 6 - Number of People Interviewed

1
↓
9

6525

PROBLEMS OF FIELD INVESTIGATION

The OEO in Washington provided names, addresses and placements of Job Corps Graduates in New York, Chicago, San Francisco and Houston. These names were selected from a list of 1474 Corpsmen for whom Washington had JC 72's. The list represented all job or school placements as of May 31, 1966. More specific information, such as home telephone number or employer contact, was to be obtained from the Regional Office files.

The OEO Regional Offices in Austin and San Francisco were contacted by mail and asked to verify and supplement the Washington-derived lists. The Austin Office replied indicating that 8 of the 16 names on the Washington list were included in their files. Six additional former Job Corpsmen were provided. The San Francisco Regional Office did not acknowledge receipt of the letter.

When EDI staff visited the Chicago, New York, and San Francisco Regional Offices, they were permitted access to files and provided with maximal assistance and facilities. Since the Southwestern Regional Office is not located in Houston, a visit to it was not feasible. It was suggested, by personnel at that Office, that the person in charge of Job Corps placement at the Texas Employment Commission could provide all requisite information. He was most cooperative.

6526

Irrespective of the cooperation of Regional Office personnel, access to the Regional Offices' files was initially of minimal value. It became apparent immediately that Washington's and the Regional Offices' files do not include precisely the same Job Corps graduates. As can be seen in Table 1, only 33% of the names on the four lists derived from Washington could be found in the Regional Offices' files. Indeed, the Chicago Regional files included none of the 10 names on the Washington list while the San Francisco files included only 7% of the 28 name list derived from Washington.

TABLE 1

COMPARABILITY OF WASHINGTON AND REGIONAL FILES

	(a) Washington List	(b) No. of (a) in Regional Files	(c) % of (a) in Regional Files
New York	64	29	45
Chicago	10	0	0
San Francisco	28	2	7
Austin	16	8	50
ALL REGIONS	118	39	33

Indeed, very few of the Job Corps graduates included in the Washington-derived lists could be located. It was, therefore, necessary to pull additional names from the Regional Offices' files. Column (a) of Table 2 shows how many additional names were obtained from the files of each of the three visited Regional Offices and of the Texas Employment Commission.

TABLE 2
ACCURACY OF REGIONAL OFFICES' FILES

	(a) Additional Names in Regional Files	(b) No. of (a) Locatable	(c) % of (a) Locatable
New York	158	51	32
Chicago	42	25	59
San Francisco	48	23	48
Texas Employment Commission	25	20	80

Although the Regional Offices' files included sufficient numbers of names, they were not periodically updated. As can be seen in columns (b) and (c), of the above table, most of the former Job Corpsmen whose names were included in these files were not locatable. In some cases where a post-Job Corps address was listed, the Corpsman could not be located because he had moved and left no forwarding address, had volunteered for, or been drafted into, the armed services, had returned to Job Corps, or had terminated his employment. More frequently, however, the location of former Corpsmen was impossible because the home addresses that were listed in

6528

the files were pre-Job Corps addresses. Frequently, these differed from post-Job Corps addresses. In fact, in many cases the addresses listed were out of state. Often feasible addresses were listed without telephone numbers. Unless the number was listed in the telephone directory under the surname of the former Corpsman, he could not be telephoned at home.

Whenever a Job Corps graduate could not be located at the address listed in the files, an attempt was made to contact him through his employer. This was frequently impossible because the files did not include such information as which division or branch store the person was employed in. In some cases the employers listed in the files were not listed in the city telephone directory. It was assumed that an error existed in the files. Often when the alleged employer was contacted, he said that he had never even heard of the Job Corps graduate being sought.

In total, 78 Corpsmen were interviewed; 21 in New York, 19 in Chicago, 15 in San Francisco, and 23 in Houston. The number of people interviewed in each city is significantly smaller than the number located for two reasons. First, some Corpsmen who were located were never personally contacted. They failed to return telephone calls either by choice or because family members were not relating the messages to them. Secondly, many former Corpsmen who indicated that they were willing to be interviewed did not arrive at the appointed time and place. In New York, the Corpsmen cooperation was so poor that it became necessary to reimburse people for transportation costs and even, on occasion, to offer some financial compensation.

Table 3 presents the number of employers and coworkers who were interviewed in each of the four cities.

TABLE 3
NUMBER OF EMPLOYERS & COWORKERS INTERVIEWED IN EACH CITY

	Employers	Coworkers
New York	6	5
Chicago	12	5
San Francisco	4	0
Houston	11	0
TOTAL	33	10

The low number of employers and coworkers interviewed in each city can be attributed to two facts; approximately one-third of the former Corpsmen who were interviewed were unemployed, and the employers of many of the others indicated that they could not afford to offer their time or the time of their employees for an interview.

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METHODOLOGY

Taped interviews were analyzed using a technique developed by the principal investigator and Yehoash S. Dworkin, President of Data Systems Research, Inc. This technique, called CODE (Computer-Oriented Data Evaluation), reduces the data of taped interviews to quantifiable form.

The assumptions underlying the technique are that data can be treated nonparametrically to create their own universe, rather than the universe being comprised of individual subjects. For this reason, interviews are conducted with groups of individuals. The interviewing technique is undirected with as little intervention by the interviewer as possible. The resulting body of responses can, therefore, be considered as a spontaneous reflection of interviewee concerns. No time limit is set on the interviews, and every attempt is made to reduce any non-interviewee dimensions of the resulting body of data.

In treating the responses as their own data universe, one focuses on the distribution of data categories, the interrelationship of concepts and themes, and areas of concentration of interest. Therefore, percentages referred to in this report do not

6531

relate to interview subjects but to responses. The frequency of thematic concentration constitutes a basic measure of concern, interest and evaluation.

Taped interviews were transcribed verbatim. From the transcripts, abstracts were made of each interview, providing the themes touched upon, the range of interests displayed, the negative and positive aspects of the statements, etc. A 10 to 15 per cent validity check was carried out on these abstracts by the project manager.

The abstracts were followed by syntactic coding in which each sentence in the interview is analyzed. Each sentence was numbered to facilitate subsequent control. The numbered sentences were then analyzed as follows:

--Central theme - single word, if possible

--Modifier of theme - clause or single word

--Single word or clause explaining the specific point

If a given sentence incorporates more than one theme, the above procedure is applied to each.

After the completion of the above phase, a 10 to 15 per cent validity check on all sentence analysis was performed by the project manager to assure consistency of coding. The work of coders was accepted only if there was disagreement of 3 per cent or less.

6532

After the sentence analysis phase was completed, codes were constructed. Central themes were isolated and arranged in content clusters, such as Job Corps Center, Occupation and Trade, School, etc. In the final coding, these content clusters become the MAJOR code categories. The central themes, as elicited from syntactic analysis, become the INTERMEDIATE categories. The modifiers of the central themes become the MINOR categories.

The data then were entered on IBM punch cards. One card was punched for each coded statement. Every card was fully verified. Cards were sorted according to identification codes and prepared for tabulation.

After the data were cross tabulated by city, concordance tests were undertaken. Kendall's rank order correlation coefficient was used to determine significant correlations between cities.

It should be noted that some code categories exist which contain no responses. These it will be observed are always the logical opposites of elicited responses included as part of the coding symmetry.

,533

DESCRIPTION OF POPULATIONS INTERVIEWED

Three population sectors were interviewed. They are:

- --former Corpsmen
- --employers and/or work supervisors
- --coworkers of former Corpsmen

Interviews were conducted in four cities:

- --New York
- --Chicago
- --San Francisco
- --Houston

A total of 78 former Corpsmen were interviewed: 21 in New York, 19 in Chicago, 15 in San Francisco, and 23 in Houston.

Thirty-three employers and/or 100 work supervisors were interviewed: 6 in New York, 12 in Chicago, 4 in San Francisco, and 11 in Houston.

Ten coworkers were interviewed: 5 in New York, and 5 in Chicago. (Table 1)

6534

Coworkers are poorly represented for the following two reasons:

--some former Corpsmen interviewed were not placed yet or unemployed due to other causes. Of the former Corpsmen interviewed, 24 or 30.7 per cent were unemployed.

--employers were uncooperative. Most employers were reluctant to release coworkers from work to be interviewed and were unwilling to provide their names, addresses and telephone numbers that they might be contacted after work hours.

The following descriptive data were collected for employers and/or work supervisors and coworkers:

--position
--age
--ethnicity

Age and ethnicity were approximated by observation.

The following descriptive data were collected from former Corpsmen to provide a profile of the population sector:

--employment status
--ethnicity
--age

--Center type*
--location status
--number of jobs prior to Job Corps
--length of stay in Job Corps

* Whenever a Corpsman went first to a Conservation Center and later transferred to an Urban Center, he has been classed for purposes of this report as Urban Center.

Employers and Work Supervisors

Nearly 70 per cent of this population sector interviewed are in positions of direct supervision of former Corpsmen.

They range in age from 30 to 55 years.

Ninety-one per cent are white. The remainder are Negro.

Coworkers

Coworkers interviewed are between the ages of 25 and 58 years.

Ninety per cent are white and the remainder Negro.

Former Corpsmen

1. Employment status

Although under a third of the total former Corpsmen interviewed are unemployed,

6536

employment status figures vary widely among the four cities. Unemployment is as low as 15.8 per cent in Chicago and as high as 53.3 per cent in San Francisco. It should be noted that in San Francisco interviewers were forced to use the "open files" of the regional office in order to contact sufficient interviewees. This, in part, accounts for the high rate of unemployment in that city. However, many of the interviewees located through the "open files" had not been placed for several months subsequent to leaving a Center. High unemployment figures in San Francisco, all things considered, must be said to reflect on unsuccessful placement effort. (Table 2)

Employment status covaries with age. Younger Corpsmen (age 17 to 19) have greater difficulty in finding a job than have older Corpsmen. (Table 3)

The percentage of employed relocated Corpsmen is approximately four times greater than the percentage of employed returned Corpsmen. However, the reason many Corpsmen relocate is that they have a job waiting for them. (Table 4a)

It is harder for a Corpsman to find a job if he has never had one. In all cities, at least two thirds of the unemployed Corpsmen are those who have never been employed prior to Job Corps. (Table 5)

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The relationship between employment and length of stay is not linear. However, those Corpsmen who stay less than five months have the highest percentage unemployed and those who stay between eleven and twelve months contain the highest percentage employed. (Table 6)

2. ethnicity

Over 70 per cent of all former Corpsmen interviewed are Negro. The percentage of Negroes is highest in Chicago, where they comprise nearly 80 per cent of the population sector, and lowest in Houston, where they comprise approximately 61 per cent. (Table 7)

The ethnic distribution of this population of Corpsmen compares with the in-Center population (as of 12/19/66) in the following ways:

	Interviewed	In-Center
Negro	70.5%	54.0%
White	17.9%	34.0%
Spanish speaking	11.5%	9.0%
Other	0.0%	3.0%

Thus, Negroes are overrepresented and whites underrepresented. No orientals, American Indians or others were interviewed.

6538

The ethnic groups ranked by per cent employed (arranged in descending order) are: Mexican American (100.0%), white (85.7%), Negro (65.5%), and Puerto Rican (33.3%). (Table 8)

Negro Corpsmen comprised over three quarters of the total number of Corpsmen who had never been employed prior to Job Corps and white Corpsmen comprised the remainder. All Spanish-speaking Corpsmen (Mexican-American and Puerto Rican) had at least one job prior to Job Corps. (Table 9)

3. age

The ages of former Corpsmen interviewed ranged from 17 to 23 years. The following are the mean, median, and modal ages of the population sector, as a whole:

mean	19.5
median	19.0
mode	18.0

The median age in Chicago is 20 years but the other cities correspond to the total population sector. (Table 10)

As of 12/29/66, comparative age data for the in-Center Corpsmen population is not available.

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The only 17 year old employed Corpsman is white. This is the only age group in which there are more unemployed than employed Corpsmen. (Table 3)

All 22 and 23 year old Corpsmen are employed. The older a Corpsman is, the more likely he is to find a job.

4. Center type

Of all Corpsmen, 83.3 per cent are from Urban Centers and the remaining 16.7 per cent are from Conservation Centers. (Table 11)

The unusually high proportion in the Urban Center category, in part, results from the fact that, for analytic purposes, individuals who began in Conservation Centers and later transferred to Urban Centers have been considered "Urban Center."

5. location status

Three quarters of the Corpsmen returned home (74.4%) and one quarter relocated (25.6%). However, relocation is as high as 39.1 per cent in New York and as low as 17.4 per cent in Houston. Of those who returned home, one third are unemployed and two thirds are employed. Ten per cent of the relocated Corpsmen are unemployed and 90 per cent are employed. All Corpsmen who relocated in NewYork and Chicago are employed. (Table 4a - e)

6540

Forty per cent of all Corpsmen who relocated came to New York, making it the city to which the greatest per cent relocated. The city to which the greatest per cent returned (30.0% of all Corpsmen who returned) is San Francisco. (Table 12)

The ethnic groups ranked by per cent relocated (arranged in descending order) are: white (42.9%), Puerto Rican* (33.3%), Negro (23.6%), and Mexican American (0.0%). (Table 13)

Corpsmen who relocated are the older rather than younger Corpsmen as a whole. (Table 14)

No Corpsman without job experience prior to Job Corps relocated. Three quarters of all Corpsmen who relocated had two or more jobs prior to Job Corps. (Table 15)

The correlation between location status and length of stay is not significant. Both returned and relocated Corpsmen stay the same length of time. (Table 16)

* This Corpsman did not really relocate since he came back to New York, his home town, to live with his family. He was classified as relocated because he went into the Job Corps from another city.

6. number of jobs prior to Job Corps

Nearly 80 per cent of all interviewees had job experience previous to Job Corps. Of these, most were employed when they entered Job Corps. All jobs, including part-time jobs, have been included. (Table 17)

In all cities, those Corpsmen who had no job experience prior to Job Corps comprise at least two thirds of the unemployed. Of those who had never been employed prior to Job Corps there is a greater percentage unemployed than employed. The percent employed is larger than the percent unemployed for all Corpsmen who had one or more jobs. (Table 5)

Most Corpsmen had two to four jobs prior to Job Corps regardless of Center type. (Table 18)

Those with five or more jobs tended to stay for the shortest length of time. This group contains the highest percent of those who stayed four months or less. (Table 19)

It appears that those who are easily dissatisfied and quick to leave jobs prior to Job Corps, respond to difficulties arising in their Job Corps experience in a similar manner.

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TABLE 1

POPULATION SECTORS INTERVIEWED BY CITY

	New York	Chicago	San Francisco	Houston	TOTAL
Former Corpsmen	21	19	15	23	78
Employers and/or Supervisors	6	12	4	11	33
Coworkers	5	5	-	-	10
TOTAL	32	36	19	34	121

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TABLE 2

EMPLOYMENT STATUS BY CITY IN PERCENT

	New York	Chicago	San Francisco	Houston	TOTAL
Employed	16.7	20.5	9.0	23.1	69.2
Unemployed	10.3	3.8	10.3	6.4	30.8
TOTAL	26.9	24.4	19.2	29.5	100.0

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TABLE 3

AGE BY EMPLOYMENT STATUS IN PERCENT

All Cities Corpsmen (N = 78)

	Employed	Unemployed	TOTAL
17	1.3	6.4	7.7
18	16.7	10.3	26.9
19	17.9	3.8	21.8
20	9.0	2.6	11.5
21	12.8	5.1	17.9
22	6.4	0.0	6.4
23	3.8	0.0	3.8
Unknown	1.3	2.6	3.8
TOTAL	69.2	30.8	100.0

Employment Status co-varies with age. Younger C/M (17-19) have greater difficulty in finding a job than older C/M.

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TABLE 4

LOCATION STATUS BY EMPLOYMENT STATUS IN PERCENT

All Cities Corpsmen (N = 78)

	Employed	Unemployed	TOTAL
Relocated	21.8	2.6	24.4
Returned	47.4	28.2	75.6
TOTAL	69.2	30.8	100.0

New York Corpsmen (N = 21)

	Employed	Unemployed	TOTAL
Relocated	38.1	0.0	38.1
Returned	23.8	38.1	61.9
TOTAL	61.9	38.1	100.0

Chicago Corpsmen (N = 19)

	Employed	Unemployed	TOTAL
Relocated	21.1	0.0	21.1
Returned	63.2	15.8	78.9
TOTAL	84.2	15.8	100.0

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Table 4 (continued)

San Francisco Corpsmen (N = 15)

	Employed	Unemployed	TOTAL
Relocated	13.3	6.7	20.0
Returned	33.3	46.7	80.0
TOTAL	46.7	53.3	100.0

Houston Corpsmen (N = 23)

	Employed	Unemployed	TOTAL
Relocated	17.4	4.3	21.7
Returned	60.9	17.4	78.3
TOTAL	78.3	21.7	100.0

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TABLE 5

NUMBER OF JOBS PRIOR TO JOB CORPS BY EMPLOYMENT STATUS IN PERCENT

All Cities Corpsmen (N = 78)

	Employed	Unemployed	TOTAL
0 Jobs	6.4	14.1	20.5
1 Job	15.4	2.6	17.9
2-4 Jobs	28.2	10.3	38.5
5 or More Jobs	16.7	3.8	20.5
Unknown	2.6	0.0	2.6
TOTAL	69.2	30.8	100.0

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TABLE 6

LENGTH OF TIME IN JOB CORPS BY EMPLOYMENT STATUS IN PERCENT

All Cities Corpsmen (N=78)

	Employed	Unemployed	TOTAL
1-4 months	6.4	6.4	12.8
5-7 months	16.7	6.4	23.1
8-10 months	14.1	10.3	24.4
11-12 months	20.5	2.6	23.1
13 or more months	10.3	5.1	15.4
Unknown	1.3	0.0	1.3
TOTAL	69.2	30.8	100.0

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TABLE 7

ETHNICITY BY CITY IN PERCENT

	New York	Chicago	San Francisco	Houston	TOTAL
Negro	17.9	19.2	14.1	17.9	69.2
White	3.8	5.1	3.8	5.1	17.9
Mexican-American	0.0	0.0	0.0	6.4	6.4
Puerto Rican	3.8	0.0	0.0	0.0	3.8
Unknown	1.3	0.0	1.3	0.0	2.6
TOTAL	26.9	24.4	19.2	29.5	100.0

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TABLE 8

ETHNICITY BY EMPLOYMENT STATUS IN PERCENT

All Cities Corpsmen (N = 78)

	Employed	Unemployed	TOTAL
Negro	46.2	24.4	70.5
White	14.1	3.3	17.9
Mexican-American	7.7	0.0	7.7
Puerto Rican	1.3	2.6	3.8
TOTAL	69.2	30.8	100.0

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TABLE 9

NUMBER OF JOBS PRIOR TO JOB CORPS BY ETHNICITY IN PERCENT

All Cities Corpsmen (N = 78)

	Negro	White	Mexican American	Puerto Rican	TOTAL
0 Jobs	15.4	3.8	0.0	0.0	19.2
1 Job	14.1	2.6	2.6	0.0	19.2
2 - 4 Jobs	30.8	6.4	2.6	2.6	42.3
5 or more Jobs	9.0	3.8	2.6	1.3	17.9
Unknown	0.0	1.3	0.0	0.0	1.3
TOTAL	70.5	17.9	7.7	3.8	100.0

TABLE 10

AGE BY CITY IN PERCENT

	New York	Chicago	San Francisco	Houston	TOTAL
17	2.6	1.3	1.3	2.6	7.7
18	5.1	5.1	6.4	10.3	26.9
19	10.3	5.1	3.8	2.6	21.8
20	2.6	6.4	1.3	1.3	11.5
21	5.1	3.8	1.3	6.4	16.7
22	0.0	1.3	1.3	3.8	6.4
23	1.3	1.3	0.0	1.3	3.8
Unknown	0.0	0.0	3.8	1.3	5.1
TOTAL	26.9	2[illegible]	19.2	29.5	100.0

TABLE 11

JOB CORPS CENTER TYPE BY CITY IN PERCENT

	New York	Chicago	San Francisco	Houston	TOTAL
Urban	24.4	14.1	17.9	26.9	83.3
Conservation	2.6	10.3	1.3	2.6	16.7
Unknown	0.0	0.0	1.3	0.0	1.3
TOTAL	26.9	24.4	19.2	29.5	100.0

TABLE 12

LOCATION STATUS BY CITY IN PERCENT

	New York	Chicago	San Francisco	Houston	TOTAL
Relocated	10.3	5.1	3.8	5.1	24.4
Returned	16.7	19.2	15.4	24.4	75.6
Unknown	-	-	-	-	-
TOTAL	26.9	24.4	19.2	29.5	100.0

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TABLE 13

LOCATION STATUS BY ETHNICITY IN PERCENT

All Cities Corpsmen (N = 78)

	Negro	White	Mexican American	Puerto Rican	TOTAL
Relocated	17.9	6.4	0.0	1.3	25.6
Returned	52.6	11.5	7.7	2.6	74.4
TOTAL	70.5	17.9	7.7	3.8	100.0

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TABLE 14

LOCATION STATUS BY AGE IN PERCENT

All Cities Corpsmen (N = 78)

	17	18	19	20	21	22	23	Unknown	TOTAL
Relocated	7.7	23.1	15.4	7.7	12.8	3.8	1.3	2.6	25.6
Returned	0.0	3.8	6.4	3.8	5.1	2.6	2.6	1.3	74.4
TOTAL	7.7	26.9	21.8	11.5	17.9	6.4	3.8	3.8	100.0

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TABLE 15

NUMBER OF JOBS PRIOR TO JOB CORPS BY LOCATION STATUS IN PERCENT

All Cities Corpsmen (N=78)

	Relocated	Returned	TOTAL
0 jobs	0.0	20.5	20.5
1 job	3.8	14.1	17.9
2-4 jobs	11.5	26.9	38.5
5 or more jobs	7.7	12.8	20.5
Unknown	2.6	0.0	2.6
TOTAL	25.6	74.4	100.0

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TABLE 16

LENGTH OF TIME IN JOB CORPS BY LOCATION STATUS IN PERCENT

All Cities Corpsmen (N=78)

	Relocated	Returned	TOTAL
1-4 months	2.6	10.3	12.8
5-7 months	5.1	17.9	23.1
8-10 months	9.0	14.1	23.1
11-12 months	5.1	19.2	24.4
13 or more months	2.6	12.8	15.4
Unknown	1.3	0.0	1.3
TOTAL	25.6	74.4	100.0

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TABLE 17

NUMBER OF JOBS PRIOR TO JOB CORPS BY CITY IN PERCENT

	New York	Chicago	San Francisco	Houston	TOTAL
None	6.4	6.4	7.7	0.0	20.5
1 Job	3.8	6.4	3.8	38.5	17.9
2-4 Jobs	7.7	9.0	3.8	17.9	38.5
5 or more Jobs	9.0	2.6	2.6	6.4	20.5
Unknown	0.0	0.0	1.3	1.3	2.6
TOTAL	26.9	24.4	19.2	19.2	100.0

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TABLE 18

NUMBER OF JOBS PRIOR TO JOB CORPS BY JOB CORFS CENTER TYPE IN PERCENT

All Cities Corpsmen (N = 78)

	Urban	Conservation	TOTAL
0 Jobs	17.9	2.6	20.5
1 Job	15.4	2.6	17.9
2 - 4 Jobs	29.5	9.0	38.5
5 or more Jobs	17.9	2.6	20.5
Unknown	2.6	0.0	2.6
TOTAL	83.3	16.7	100.0

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TABLE 19

LENGTH OF TIME IN JOB CORPS BY NUMBER OF JOBS PRIOR TO JOB CORPS IN PERCENT

All Cities Corpsmen (N = 78)

	0 Jobs	1 Job	2-4 Jobs	5 or More Jobs	Unknown	TOTAL
1-4 Months	1.3	0.0	7.7	3.8	0.0	12.8
5-7 Months	6.4	2.6	7.7	5.1	0.0	21.8
8-10 Months	6.4	6.4	6.4	3.8	1.3	24.4
11-12 Months	2.6	5.1	9.0	3.8	0.0	20.5
13 or More Months	3.8	3.8	7.7	3.8	0.0	19.2
Unknown	0.0	0.0	0.0	0.0	1.3	1.3
TOTAL	20.5	17.9	38.5	20.5	2.6	100.0

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TABLE 20

LENGTH OF TIME IN JOB CORPS BY CITY IN PERCENT

	New York	Chicago	San Francisco	Houston	TOTAL
1-4 Months	2.6	2.6	3.8	3.8	12.8
5-7 Months	9.0	3.8	1.3	6.4	20.5
8-10 Months	5.1	6.4	6.4	5.1	23.1
11-12 Months	6.4	7.7	5.1	5.1	24.4
13 or More Months	2.6	3.8	1.3	6.4	14.1
Unknown	1.3	0.0	1.3	2.6	5.1
TOTAL	26.9	24.4	19.2	29.5	100.0

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ANALYSIS OF CORPSMEN DATA

The results of the data analysis that every comment made by a Corpsman falls into one of the following eight major categories:

--Job Corps Center

--In-Center Training

--General Expectations Concerning Job Corps

--Occupation and Trade

--Economic Conditions

--Living Quarters and Conditions

--School

--Personal Attitudes

Within each city, the eight categories can be ranked according to the tot number of comments that falls into each. A correlation between the rank orders of any two cities can then be computed to determine whether they are significantly correlated. Kendall's rank order correlation coefficient was used for this purpose. As can be seen in Table 1, all the correlations are significant. Major areas of concern are the same for all graduate Corpsmen, irrespective of the city in which they reside.

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TABLE 1

KENDALL'S RANK ORDER CORRELATIONS--MAJOR CATEGORIES

Variables (N = 8)	tau	probability
New York vs. Chicago	.714	$p < .008$*
New York vs. San Francisco	.642	$p < .016$*
New York vs. Houston	.785	$p < .002$*
Chicago vs. San Francisco	.642	$p < .016$*
Chicago vs. Houston	.785	$p < .002$*
San Francisco vs. Houston	.714	$p < .008$*

The major categories that represent the areas in which Corpsman concern is highest are Job Corps Center, Occupation and Trade, and Personal Attitudes. General Expectations concerning Job Corps were mentioned least frequently indicating universally low concern.

Each of the major categories can be further divided into intermediate categories. In total, 47 such categories exist. Table 2 presents the results of Kendall's rank order correlations applied to these categories.

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TABLE 2

KENDALL'S RANK ORDER CORRELATIONS--INTERMEDIATE CATEGORIES

Variables (N = 47)	tau	probability
New York vs. Chicago	.537	$p < .0003$*
New York vs. San Francisco	.570	$p < .0003$*
New York vs. Houston	.472	$p < .0003$*
Chicago vs. San Francisco	.461	$p < .0003$*
Chicago vs. Houston	.671	$p < .0003$*
San Francisco vs. Houston	.495	$p < .0003$*

The correlations are all highly significant indicating that the degree of concern expressed over each of the 47 intermediate categories was similar in all four cities. A perusal of the data, however, suggests that within certain of the major categories this is not the case. For example, San Francisco Corpsmen responses in the Personal Attitudes category appear to be ranked differently from those in other cities. Apparently, the rank order correlation coefficients for the intermediate categories within each major category has to be computed individually. The mathematical nature of a rank order correlation is such that unless the number of rankings is equal to or greater than six it is impossible to obtain a significant correlation, unless the rankings are identical. Only three of the major categories

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contained six or more intermediate categories. The results of the computations that were possible are reported under the category headings below. The fact that some of the correlations were not significant suggests that the huge number of rankings that exist when all intermediate categories are combined has the effect of washing out significant differences that exist within a major category.

Job Corps Center

Table 3 presents the results of Kendall's rank order correlation coefficient test applied to the intermediate categories within the Job Corps Center major category. All correlations are highly significant indicating that the intermediate categories can be differentiated by the ranks they receive.

TABLE 3

KENDALL'S RANK ORDER CORRELATION COEFFICIENT--JOB CORPS CENTER

Variables (N = 9)	tau	probability
New York vs. Chicago	.722	$p < .003$*
New York vs. San Francisco	.833	$p < .0004$*
New York vs. Houston	.816	$p < .0004$*
Chicago vs. San Francisco	.777	$p < .001$*
Chicago vs. Houston	.929	$p < .0001$*
San Francisco vs. Houston	.816	$p < .0004$*

Although general reactions to Job Corps Center received the highest rank in all cities, in San Francisco, negative reactions were given more frequently than positive ones. In New York and Chicago, positive reactions are given more often, and in Houston, positive and negative are given equally often.

The major problems encountered at Job Corps Centers are seen to be racial conflict, fighting and rowdiness, hostility of townspeople, and bad food. Racial difficulties are emphasized in Chicago, San Francisco and Houston. They receive mention in New York, but Corpsmen there seem more concerned with illicit activities, such as gambling and narcotics. Fighting and rowdiness is viewed as a problem in all cities.

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Local townspeople near the Centers are felt to be unfriendly by Chicago, San Francisco and Houston interviewees. In New York, 8.8 per cent of the responses in this minor category view townspeople as friendly and 5.0 per cent view them as unfriendly. Bad food at the Centers is emphasized in New York and Chicago.

Corpsmen in all cities admit that their initial response to problems in Centers was one of personal anger, but agree in New York and Chicago that Corpsmen should control their peers through cooperative action and sanctions. These same Corpsmen feel that staff actions in response to Corpsmen infractions are generally unfair. In San Francisco and Houston, a significant proportion of Corpsmen reactions to problems is to quit.

General reactions to the training received in Job Corps are positive in New York, Chicago and Houston. Nonetheless, a significant dissenting opinion is voiced in all three cities. San Francisco, on the other hand, is quite negative in regard to training.

In discussing extracurricular activities at the Centers, Corpsmen from New York and Houston emphasize social activities on Center. The same two cities also indicate that much of their spare time was spent going into town. In Chicago, Corpsmen indicate that they spent leisure time in athletics and social activities on Center.

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San Francisco Corpsmen indicate that they frequently went home for weekends, but that when they stayed on Center they occupied their time in social activities with other Corpsmen.

New York Corpsmen feel that friends are negative about Job Corps. In San Francisco, Corpsmen see their parents as negative about Job Corps, while Houston interviewees feel that parents are positive. Chicago Corpsmen see both friends and family as having negative attitudes about Job Corps.

In New York, 68.2 per cent of the miscellaneous comments about Job Corps indicate that Corpsmen feel that employers are negative about Job Corps or that the bad reputation of Job Corps is detrimental to them. In San Francisco, 28.6 per cent of these responses and in Houston, 77.8 per cent indicate that Job Corps' bad reputation hurts. In Chicago, 11.1 per cent of responses indicate that Job Corps has a good reputation and that this helps, and 11.1 per cent indicate the opposite. It should be emphasized that these figures do not mean that Corpsmen feel that Job Corps has been personally or technically detrimental to them. They only mean that Corpsmen perceive employers as having negative attitudes about Job Corps.

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In-Center Training

Courses are generally evaluated positively by Corpsmen in all cities. Specific complaints, however, are made. In Chicago, the program is criticized for being disorganized. In New York, it is said that the pace of learning is too fast. Interestingly, in Houston, where the employment rate is highest, 13.3 per cent of the comments made indicate that the time in-Center should be shorter. In San Francisco, where most of the interviewees are unemployed, the desire to have the time in-Center lengthened is expressed.

In New York, Chicago and San Francisco, most of the employed interviewees agreed that although their training was well designed, it is not related to their aspirations and is not useful or relevant on their present jobs. Houston was the only city in which about half of the comments made by Corpsmen indicate that their training is related to their aspirations and/or their current jobs. This greater satisfaction may be attributed to the superior quality of placement facilities in Houston.

General Expectations

Less than 3 per cent of comments made by Corpsmen indicate their general

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expectations concerning Job Corps before enlisting. In fact, 70 per cent of the comments in this major category comprise the reasons given by Corpsmen for having joined. Interestingly, in New York, Chicago and Houston where a majority of the Corpsmen who were interviewed are employed, most comments fall into three minor categories: to learn a trade, to get a better job or trade, and for specific types of training. In San Francisco where the unemployment rate is significantly higher, the most frequent reason given for joining Job Corps is to learn how to talk and act. It appears that only those people who have been successful in finding employment admit that they expected Job Corps to train them so they could get a job. People who are unemployed, rather than admit that their Job Corps experience was not beneficial, suggest that their expectations were not job-related.

Another intermediate category of response included under General Expectations is recommendation source. This differs greatly from city to city. In New York, most people heard about Job Corps from a teacher or read about it. In Chicago, the major sources were organizations and coworkers. In San Francisco, parents were most frequently responsible for the enlistment, and in Houston, friends and television announcements usually provided the initial incentive. It appears that advertising procedures differ considerably from city to city.

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Occupation and Trade

Occupation and Trade is among the three highest ranking major categories in each of the four cities. In fact, it receives the greatest number of mentions in Houston, the second greatest number of comments in Chicago and San Francisco and the third greatest number of comments in New York. The probable reason it outranks Job Corps Center in Houston and not in the other three cities is that a greater percentage of Houston Corpsmen have jobs.

Within the Occupation and Trade major category there are ten intermediate categories. The correlation of the ranks of these categories between every pair of cities is significant. Table 4 presents these correlations.

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TABLE 4

KENDALL'S RANK ORDER CORRELATION COEFFICIENTS--OCCUPATION AND TRADE

Variables (N = 10)	tau	probability
New York vs. Chicago	.561	$p < .01$*
New York vs. San Francisco	.636	$p < .005$*
New York vs. Houston	.471	$p < .03$*
Chicago vs. San Francisco	.494	$p < .02$*
Chicago vs. Houston	.466	$p < .03$*
San Francisco vs. Houston	.561	$p < .01$*

The intermediate category that receives the greatest number of mentions in all cities except Houston is placement. In Houston, placement ranks second to the category "reaction to present occupation." This ranking probably can be attributed to the fact that most Houston interviewees already have been placed. In the other cities, a greater percentage of Corpsmen are still looking for jobs.

Placement is everywhere regarded as a problem. It is felt that placement agencies, except in Houston, are failing, but further elaboration is not given. There appears to be a feeling of helplessness that overtakes a Corpsman when there is a delay in placing him in the job he has been trained for. Corpsmen expect that Job Corps

6574

(and by this they understand their Center) will place them. Only in Chicago are there a large number of responses (19.4 per cent of the comments in the intermediate category) that indicate a Job Corps placement. However, 13.4 per cent of the comments in this category indicate that Chicago Corpsmen are obtaining jobs on their own. In New York, whereas 15.5 per cent of the comments about placement indicate that Corpsmen are receiving job interviews, 16.5 per cent are negative statements about the agency in charge of placement.

In all cities, comments about duration of job and length of time out of Center suggest that even those who are employed waited several months for placement. Houston is the only city where a significant number of comments indicate placement within one month of leaving the Center.

Pervasive dissatisfaction with the training received in Job Corps is suggested in the occupational aspiration intermediate category. In New York, 19.7 per cent of the comments made indicate that Job Corps had not supplied the training desired. Over 15 per cent indicate a dissatisfaction with their choice of job. In Chicago, 17.6 per cent of the comments are complaints about the training and 20.6 per cent about the job trained for. In San Francisco, 44.4 per cent of the comments are negative statements about the type of training received. In addition, 18.5 per cent are comments requesting on-the-job training to supplement ✓

their Job Corps training. Interestingly, however, in Houston, there are virtually no complaints about the relationship between the training desired and the training received. In fact, 5.5 per cent of the comments made indicate satisfaction with the training and 16.5 per cent are comments stating that on-the-job training, not additional Job Corps training, is what is desired. While 14.7 per cent of comments indicate some dissatisfaction with choice of job, 8.3 per cent indicate satisfaction and most of the remaining comments were concerned with advancement within the field (e.g., 22.9 per cent - make good money; 12.8 per cent - become tops at the trade). This is interesting because it implies that the dissatisfaction is not, in fact, caused by poor training in Job Corps, but by poor placement facilities. Those people who have entered the job market are fitting in well. Those people who are still unemployed assume that they are unable to get jobs because they are not properly trained. This is not the case. They are not getting jobs because the placement facilities in the cities in which they are located are inadequate.

The placement function is most adequately performed in Houston. There, Corpsmen are placed by a representative of the Texas Employment Commission, whose sole duty is to find jobs for Corpsmen. He carries out his duty by combining job development with placement, and conceives his major job to be

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to convince employers that Job Corps training is valid and that Corpsmen are good employment risks. He is successful. Almost all of the Corpsmen interviewed in Houston had been placed. Over 77 per cent of comments in Houston expressing general reactions to present occupation are positive.

In New York, a greater percentage of placements were made directly by the Center. Although this form of placement lacks the personal touch found in Houston, it is organized and effective. Over 71 per cent of the reactions to present occupation in New York are positive.

In Chicago, placement is less organized and only 66.7 per cent of reactions to present occupation are positive. Certainly many of these were made by Corpsmen who were placed directly by their Center.

San Francisco appears to have the least adequate placement operation. Corpsmen are referred to the State Employment Commission, where apparently they receive assistance no different from that they received before their Job Corps training. Only 45.2 per cent of reactions to present occupation in San Francisco are positive.

Very few comments about on-the-job problems are made, except in Chicago. In Chicago, this intermediate category ranked second among those under Occupation and Trade. Almost 20 per cent of the comments about on-the-job problems in Chicago refer to difficulties or arguments with coworkers. A significant proportion of these are racial in character and 8.4 per cent indicate that racial name calling has been encountered. Another 15.4 per cent of the comments in this category express fears arising from the perceived dangers of the job. In Houston, less than 10 per cent of responses concerning Occupation and Trade were categorized under problems on the job. Some difficulty was encountered with coworkers and 8.8 per cent indicate that racial name calling exists. A few comments (12.8 per cent) suggest that Job Corps training was inadequate. Most of the problems, however, refer to such things as pay raises, advancement possibilities and the like.

In New York and San Francisco very few mentions are made about problems on the job. In New York, this probably reflects a general satisfaction and adjustment. In San Francisco, it probably can be attributed to the high unemployment rate. The few New Yorkers who did complain mentioned that the technical training that they are presently receiving on the job is too difficult. They also feel that the work day is too long and tiring. In San Francisco, the only problem that is mentioned frequently is that the boss has a negative image of Corpsmen.

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Many comments indicate that employed Corpsmen have adjusted well to job conditions.

As might be expected, Houston Corpsmen make the greatest percentage of comments about the mechanics of their jobs. Most of these are merely descriptions of what their jobs entail. In Chicago, some comments are made indicating that the interviewee works at night, and references to benefits, unions, etc. are frequent. Some New Yorkers say that they have to travel out of town. In all cities, however, the bulk of comments in this category refer to the specific tasks involved in their jobs.

No comments are made in San Francisco about the relationship between the Corpsman and his superiors at work. In the other three cities, most comments indicate that the relationship is good.

Economic Conditions

The comments relating to Economic Conditions fall into six intermediate categories. Kendall's rank order correlation coefficients therefore can be computed. Table 5 presents the results of these computations.

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TABLE 5

KENDALL'S RANK ORDER CORRELATION--ECONOMIC CONDITIONS

Variables (N = 6)	tau	probability
New York vs. Chicago	.60	$p < .07$
New York vs. San Francisco	.69	$p < .03$*
New York vs. Houston	.33	$p < .24$
Chicago vs. San Francisco	.55	$p < .11$
Chicago vs. Houston	.73	$p < .03$*
San Francisco vs. Houston	.34	$p < .24$

Houston is the city with the lowest unemployment rate. There the greatest number of generally positive comments regarding economic conditions were made. However, the salaries that were quoted were lower and a great number of comments suggesting the need for a second job were made. This probably happened because the salary scale in Houston is, in fact, so high. A person whose wage is insufficient there is more likely to express his concern. In the other three cities when a high salary is exceptional, a person who is paid well is more likely to talk about his income. In all cities other than Houston, at least 25 per cent of the comments made regarding supplementary sources of income, identified the parents as the major source. In Houston, virtually no one indicated that he had to ask his parents for financial assistance.

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Although a percentage of comments indicate that Corpsmen take money from their parents, others are apparently contributing to the maintenance of their parents' households. In fact, over 75 per cent of the comments made in this intermediate category identified parents and other relatives as the most common recipients of Corpsmen funds.

It is interesting to note that creditors and credit payments do not constitute a major problem for the interviewees. Indeed emphatic refusal to buy on credit appears half as frequently as any mention of utilizing time payments and creditors.

The relatively high percentage of responses indicating a savings account should not be interpreted to mean that the interviewees are saving money. Most of these refer to savings accounts used for safe storage of money rather than check accounts. In general, savings accounts are not used as vehicles of saving.

The most frequently mentioned expenditure in all cities except for Houston was clothing. In Houston transportation, (i.e., a car) received maximal concern. The public transportation system in that city is such that a car is a necessity for most people.

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Luxury and leisure-time expenditures in New York, Chicago and Houston cover the usual spectrum of fancy clothing, jewelry, hobby equipment and instruments, girls, parties, dancing, movies, cars, etc. In San Francisco, response to this category is both low and constricted in range. This is consistant with other observations in San Francisco and relates to the low rate of employment and scarcity of money in that city.

Living Quarters and Conditions

Most of the general comments that have been categorized under Living Quarters and Conditions in Chicago and Houston are positive. In Chicago, however, some people did complain about high rents. In New York, there is less general satisfaction, and specific comments criticizing the neighborhood were made frequently. San Francisco Corpsmen, in the main, appear to be generally displeased. Over 50 per cent of the comments in this intermediate category in that city are negative.

Despite the general dissatisfaction expressed in New York and San Francisco, Corpsmen in both of these cities and in Chicago, generally find the transportation and location convenient to their jobs, friends and family. In Houston

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this is not the case. Over 50 per cent of the comments made regarding location indicate that present residence is inconvenient to jobs and friends.

In all cities, most Corpsmen are living with their parents or other relatives. In New York, Chicago and Houston, those Corpsmen who expressed a desire to move most frequently wanted to do so to get out of their parental homes. In San Francisco, the desire to find more conveniently located apartments was the predominant reason expressed. This is especially interesting since very few complaints about location were verbalized in San Francisco while in Houston over 50 per cent of the comments in that category were such complaints.

In Chicago and San Francisco, public recreational facilities apparently provide the most spare-time entertainment. In San Francisco, radio and television were also mentioned with relative frequency. New Yorkers indicated most frequently that they just "hang around" their apartments. In Houston, the most common expenditure of free time mentioned is going out for food, drink, etc. This variation in free time activities may reflect a regional difference in recreational style among young adults.

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School

Only 36.3 per cent of the comments that were categorized under past school history and experience indicate that the interviewee was a school drop-out. In fact, 8.9 per cent referred to completion of high school, and 6.5 per cent (22.2 per cent in Chicago) to some college. In addition, in San Francisco, 26.3 per cent of the comments in this intermediate category indicated that the interviewee had been a good high school student.

The general attitude toward school in all cities except Houston was negative. Nonetheless, in these cities it was agreed that education was necessary in order to get a job.

Nearly 30 per cent of all responses in the major category School relate to returning to school. Of these, 92.1 per cent express an intention of going back to school.

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Personal Attitudes

Kendall's rank order correlation coefficients were computed to determine whether the six intermediate categories that comprise the Personal Attitudes major category can be differentiated by the ranks they receive in each city. Table 6 presents the results of these computations.

TABLE 6
KENDALL'S RANK ORDER CORRELATIONS--PERSONAL ATTITUDES

Variables (N = 6)	tau	probability
New York vs. Chicago	.733	$p < .03$*
New York vs. San Francisco	.600	$p < .07$
New York vs. Houston	.733	$p < .03$*
Chicago vs. San Francisco	.333	$p < .24$
Chicago vs. Houston	.733	$p < .03$*
San Francisco vs. Houston	.333	$p < .24$

The ranks of New York, Chicago, and Houston are concordant. Post-Job Corps adjustment and attitudes towards family, friends, sex and marriage received the greatest emphasis in these three cities. In San Francisco, however, Corpsmen

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spoke most frequently of their childhood memories. San Francisco also differs in that it is the only city in which almost no statements were made about the armed services.

In New York, San Francisco, and Houston a large percentage of generally positive comments were made about post-Job Corps adjustment. However, in all cities specific difficulties were mentioned. In San Francisco, in fact, people complained that they were right back in their pre-Job Corps rut.

Interestingly, in New York, Chicago, and Houston the most commonly suggested requisite course of action was to get a good job. In San Francisco where the unemployment rate is highest, the only course of action that was suggested was to live a good life.

Recollections of a rough childhood, illicit activities prior to Job Corps and general behavior problems were frequently verbalized in all cities. San Francisco was the only city in which childhood memory comments of a generally positive nature outranked negative ones. In fact 28.1 per cent of the 400 comments that were classified in the Personal Attitudes major category were classified as generally positive childhood memories. It appears that San Francisco Corpsmen are preoccupied with the fact that prior to Job Corps things were good. They

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further view their present situation as being no better than it was prior to Job Corps. While former Corpsmen residing in the other three cities are talking constructively about good jobs, marriage, and the armed services, San Francisco Corpsmen are dreaming about their past and future "good life" independent of a good job, a wife, or any obligations. The general feeling among the San Francisco Corpsmen is a most depressive, fatalistic one. Most of them have lost all hope of ever being placed in satisfactory jobs and thus, of mobility.

Former Corpsmen in all cities made some general comments about their family and friends. Most of the more specific comments related to dating, sex and marriage. Houston was the only city in which a great many comments indicated that Corpsmen hoped to get married soon. In New York, the need to postpone marriage until better conditions could be realized was emphasized. This difference in attitude between the Corpsmen living in these two cities is probably related to the employment status of the interviewees.

The high level of concern about getting married expressed in Houston and New York is coupled with strong feelings that women are not to be trusted. Notes taken during the interviews indicate that distrust of women was voiced particularly by Negroes. They argued that a woman was not worth working for; that a wife, because she would betray you, was not a sufficient reason to keep a job. In San Francisco, interviewees are not only uninterested in marriage, they are indifferent to sex, and prefer casual to steady dating. In addition to resistance to forming heterosexual relations, San Francisco interviewees resist making new friends and are very nostalgic about their former friends in Job Corps.

Where relocation is high, interviewees find the new environment difficult. Nonetheless, they tend to see it as superior to their pre-Job Corps environment. Mention of friends, new or old, is low. The returning Corpsman, whether he relocates or goes home, encounters difficulties in establishing social relations. He wants to "stay out of trouble" and this means a continuing disassociation from his old friends, who are associated in his mind with former difficulties. But he finds it difficult to meet new friends, either because he knows no one or because he has gone back to his old neighborhood where the local crowd means anti-social behavior. The returning Corpsman consequently is a relatively socially alienated individual with few human resources to provide reinforcement for his new patterns of behavior, which he valiantly is trying to maintain.

The armed services as a desired aspiration is not borne out by the results of the study. Approximately 12 per cent of the responses in the Personal Attitudes major category concern the military. Interviewees in New York and Houston, particularly, are quite negative about serving in the military. It is interesting to note that as the summer progressed interviewee attitudes about military service became noticably more negative. This reluctance to serve in the armed forces

✓ watch - 12% - Non mil

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was coupled with increasing criticism and lack of understanding and sympathy with United States involvement in Vietnam.

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ANALYSIS OF EMPLOYER AND SUPERVISOR INTERVIEWS

Employers and supervisors comments were also coded and subjected to a computer analysis. The following five major categories emerged:

--Pre-Interview Expectations

--Entry Procedures

--On the Job

--Concurrent with the Job

--Evaluation

The comments that fall into the Pre-Interview Expectations major category comprise 19.2 per cent of the total number of comments. They can be further classified into three intermediate categories; company policies, supervisor anticipations, and characteristics of good workers. Over 80 per cent of these comments fall into the first category, company policies. Apparently, most major companies supply their own training. Nearly 20 per cent of the comments about company policies refer to company training programs, while no comments were made that suggest that previous training is required. Five per cent of the comments stated that previous on-the-job experience is necessary, but there is no indication the experience of Job Corps fulfills this prerequisite.

While almost no comments (0.9 per cent) expressing an initial, pre-interview reluctance to hire Job Corps graduates were made, only 3.6 per cent of the comments in the company policies category reflect that companies at one time did desire to hire them. Typically, these few comments were made by supervisors whose companies hold contracts on the Job Corps Centers. Nearly as many comments, in fact, indicate that no company policy, regarding the hiring of Job Corps graduates, has ever existed. While 11.8 per cent of the comments state that former Corpsmen have been given special considerations, only slightly fewer, 8.2 per cent, suggest that they have not.

Employers and supervisors were initially personally more favorable to the idea of hiring Job Corps graduates than was their company's policy position. In the supervisors anticipation intermediate category, 26.1 per cent of the comments indicate that the interviewee was anxious to hire former Corpsmen. No comments reflecting a pre-interview reluctance to hire them were made. The reasons for this desire to have Corpsmen on the job are not clear. It is true that 34.8 per cent of the comments in this intermediate category indicate that workers, in general, are badly needed. However, 21.7 per cent of the comments state that the interviewee believed that Job Corps is good preparation, while only 8.7 per cent say that he assumed that it is poor. No one said that he considered former Corpsmen bad and 8.7 percent of the comments suggest that supervisors thought them good. Therefore, irrespective of the fact that workers were desperately needed when the

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Corpsmen were applying for the jobs, these people seem to have liked Job Corps and its graduates. This preference is no longer prevalent.

Most of the employers and supervisors who were interviewed apparently consider the working conditions at their company to be very good. Over 16 per cent of their company policies comments indicate this. They also believe that advancement within the company is equitably determined, and 9.1 per cent of their comments state that it correlates with the training received by the employee.

Companies generally encourage, and, in fact, require initiative in their workers. Over 10 per cent of the company policies comments made suggest that it is encouraged. In the characteristics of good workers intermediate category, 34.6 per cent of the comments define a good worker in terms of his initiative. Other characteristics that were mentioned are accepting responsibility (26.9 per cent) and the ability to learn (19.2 per cent).

In general, it appears that most employers and supervisors were favorably impressed by former Corpsmen at pre-job interviews. Over 40 per cent of the comments in the supervisor reaction to interviewee intermediate category suggest this. Almost 15 per cent of the comments in this category indicate that the Corpsman talked about the job area, 13.0 per cent suggest that he talked about the salary,

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11.1 per cent state that he mentioned Job Corps and 7.4 per cent say that job skills were discussed. Virtually no negative comments were made about the Corpsmen's attitude, dress or general appearance at the interview. Over 5 per cent of the comments indicate that Corpsmen's appearance is, in fact, still generally good. Of those interviewed, no one indicated that he had been reluctant to hire the Corpsman after the interview. In fact, 58.3 per cent of the comments in the outcome of the interview intermediate category indicate that the speaker recommended hiring. Other comments in this category refer to the reasons given by Corpsmen for refusing to take the job. Family opposition was mentioned in 16.7 per cent of the comments and 16.7 per cent suggest that geographic/transportation problems were the cause.

The major category into which the greatest percentage of comments fall is On the Job. This category includes such things as skills, relations with coworkers, supervisors current impressions, progress, and general comments relating to the performance of job tasks. Employers and supervisors, in the main, appear to like those former Corpsmen who have remained on the job. In the supervisor intermediate category, which includes 26.5 per cent of the On the Job comments, 70.9 per cent of the comments indicate that the speaker likes the former Corpsman as an individual. Almost no comments (0.5 per cent) state that the speaker has a negative impression of former Corpsmen as workers, while 18.2 per cent suggest that he views them positively.

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Thirty-six per cent of the On the Job comments relate to on-the-job skills. Within this intermediate category, 67.8 per cent of the comments involve a general discussion of the job skills that are required. In general, the interviewees agree that the former Corpsmen possess the manual skills needed. Indeed, 12.0 per cent indicate that Corpsmen's manual skills are good. Only 2.5 per cent of the comments imply that the employer or supervisor being interviewed is displeased in this area. It appears that there is comparable satisfaction with the general comportment of the employed former corpsmen. Only 2.2 per cent of the skills-related comments were negative statements about a Corpsman's comportment, while 9.4 per cent were positive. Employers and supervisors are not equally pleased with the intellectual skills of former Corpsmen. Virtually no comments (0.4 per cent) praising a Corpsman for the intellectual skills he exhibits were made. Conversely, nearly 6 per cent indicate that the employed Corpsman's display of intellectual skills is unsatisfactory.

While employers and supervisors are disturbed by the low intelligence of former Corpsmen, they are ostensibly aware that Corpsmen are anxious to learn. Over 20 per cent of the skills-related comments involved a general discussion of employed Corpsmen's job performance. Almost 34 per cent of these comments indicate that the employee is anxious to learn. However, Corpsmen apparently respond inappropriately to situations which involve learning new tasks. Although they want to learn to perform new tasks, they demonstrate rigidity by expressing a feeling that the task is too difficult and by performing only tasks they already know. Only 8.8 per cent of the comments suggest that former Corpsmen are indifferent. There is minimal dissatisfaction with Corpsmen incentive, but greater concern with attitudes and ability. In addition, there are comments about excessive absences (8.8 per cent); 4.7 per cent complain of excessive lateness; and 1.2 per cent mention careless appearance.

The remainder of the comments in this intermediate category (26.3 per cent) involve further discussions of the reasons why Corpsmen are unable to adjust. Apparently, Centers are instilling a false sense of security and proficiency in their graduates. These instilled attitudes tend to give rise to expectations which cannot be met by the job market available to the Corpsmen. They expect to start at the top (i.e., in the best position available to a trained worker) and think that they know everything there is to know about the job. Of course, when this particular type of Corpsman finds that his expectations are not consistent with reality, his job performance becomes inadequate. He feels that he is being held down and his subsequent failure delivers the experiential impact of "not making it."

The result of this realization is predictable. The Corpsman quits. Indeed, 14.8 per cent of the comments in the progress intermediate category indicate that the Corpsman voluntarily resigned because of a general inability to adjust to the job. In most of these cases, it is claimed that the Corpsmen just stopped coming to

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work. Many are reported to have left during the early stages of the job without giving notice or an explanation. In those instances where reasons were given, resignations are attributed to family problems (9.8 per cent of the progress comments) and military service (4.9 per cent). Approximately 10 per cent of the progress-related comments indicate that the Corpsman was fired after repeated warnings. Interestingly, all such cases involved personality conflicts rather than poor performance of the job tasks.

While many Corpsmen are quitting and being fired, the ones who remain on the job are most frequently viewed as likely candidates for raises and promotions. No comments were made that suggest that an employed Corpsman would not receive a raise and 11.5 per cent of the comments state that he will. Almost 35 per cent of the comments in the progress category indicate that there is a high probability that the employed former Corpsman will be promoted. Only 6.6 per cent of the comments indicate that he will not.

Employers and supervisors seem to believe that the successful Corpsmen are making friends on the job. Almost 40 per cent of the comments in the relations with coworker intermediate category state that Corpsmen are establishing good relationships with their non-Job Corps coworkers. Only 8.9 per cent of these comments suggest that the relationships being established are of a negative type. Less than 4 per cent imply that Corpsmen form their own cliques, while 26.8 per cent state that they do not.

Relatively few comments were made in the Concurrent with the Job major category. This category includes only 9.1 per cent of all responses. It is further divided into personal problems and personality. In the former category, personal problems, family (50.0 per cent) and bad company (22.2 per cent) were mentioned as being the major causes. Racial problems were mentioned in 11.1 per cent of the comments. Illicit involvements were seldom mentioned (drinking – 7.4 per cent, legal – 5.6 per cent). Girls and financial problems virtually never came up.

In 33.8 per cent of the personality category comments employers and supervisors [part of above 9.1%] complained that Corpsmen are unpleasant. They are reported to be temperamental, arrogant, loud and insubordinate. They also seem to display an abnormal degree of dependency. On the other hand, 35.1 per cent of the comments in this category described Corpsmen as very pleasant and 8.1 per cent praised them for desiring more schooling.

The Evaluation major category includes 12.1 per cent of the comments, and is further divided into Job Corp as training, individual, revision of earlier opinion. The greatest emphasis was placed on the Job Corps-as-training category which includes 46.7 per cent of major category's comments. While many positive comments (30.4 per cent of the category) were made about Job Corps training, some totally negative (8.9 per cent) and some partially negative (27.8 per cent) ones were also made. In addition, 25.3 per cent of the comments characterized the training as being inadequate. It is mentioned that the training is too limited and does not readily lend itself to generalization to industrial practices. Another problem in this category revolves around the technologically-advanced nature of Job Corps training. While the interviewees stipulate that it is note worthy that Corpsmen receive the most up-to-date training on the newest and most advanced equipment, they submit that this practice is also disadvantageous because it is not comparable to the field situation. The result of these two Center-training practices is that Corpsmen are twice trained in tasks.

In addition, it is reported that many Corpsmen are not even using the training they received in Job Corps in their current jobs. The two factors most relevant to fostering this condition seem to be placement and the attitudes of the Corpsmen. It is stated that some Corpsmen accept temporary positions in which they cannot use their training on advice of the placement facility.

Most employers and supervisors comments in the individual intermediate category express general satisfaction with the former Corpsmen whom they employ (76.3 per cent). Only 13.6 per cent of the comments are negative and 10.2 per cent express indifference. The Corpsman who is satisfactorily functioning in his job is described as one who seems to feel that he can and will progress in his job status. He is highly motivated to do his job well and to learn all he can. He gets along well with his supervisor and takes orders well. Similarly, he is a good mixer among his fellow coworkers. He works independently and always asks how something is to be done before he does it. In other words, the successful Corpsman job performance profile is the same as that of "the company man."

The unsatisfactory Corpsman's problems are not unique to the Job Corps population. They, like other populations, are saddled with the twin nemeses of youth and inexperience. For example, they do not perform tasks quickly enough and make mistakes as novices that well-seasoned workers do not make.

The revision of earlier opinion intermediate category includes only 18.3 per cent of the Evaluation comments. Of these, however, 93.5 per cent indicate that Corpsmen appear to have problems. These problems, which have already been presented, are making employers and supervisors, who initially wanted to hire Corpsmen, reluctant to do so in the future. Most of them do not specifically state that their present reluctance results from an awareness of these problems. Rather, they give two reasons:

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1. They have the "cream-of-the-crop" of Corpsmen in their employ. However, they observe that in-Center Corpsmen performance is not necessarily an accurate criterion by which to judge on-the-job performance.

2. Or, although they are extremely satisfied with Corpsmen in their employ, they express the opinion that success is specific to the individual rather than representative of Job Corps population.

The only recommendation made by employers is of a general nature. It is recommended that Centers should impress upon Corpsmen the fact that their status in the job market will be of a trainee rather than a fully-qualified worker.

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ANALYSIS OF COWORKER INTERVIEWS — only 10 people

One group of coworkers was interviewed in New York at Westrex and the other group was interviewed in Chicago at Science Research Associates. S.R.A. is the prime contractor for the Rodman Center and Westrex is a subsidiary of Litton Industries, the prime contractor for Parks Center. Both companies selected the Corpsmen in their employ while the Corpsmen were still at the Center.

At the time the coworkers at Westrex were interviewed, none of the Corpsmen were currently employed there. However, none of them had been fired. Some had been relocatees who initially had been dissatisfied with their jobs but had stayed for three months so that the Job Corps would pay their fare home. Others had left for better positions or to go into the armed forces. And still others had been laid off during a company-wide slowdown that was in no way related to their job performances.

The general reaction of the coworkers to the Corpsmen is that they are the same as other trainee populations with whom they have worked. They state that Corpsmen do not receive preferential treatment from either staff or fellow coworkers.

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However, these statements seem to reflect the company line, and most of the specific attitudes revealed by coworkers contradict them.

Unfavorable criticism of Corpsmen's behavior is chiefly in the areas of job preparation and on-the-job conduct.

According to coworkers, Corpsmen are not prepared for the realities of the work situation. Their expectations seem far above the tasks they are required to perform. They seem to expect glamor and special treatment because they are Corpsmen, and are disappointed when these expectations are not met. Corpsmen expect to be considered as qualified workers rather than as trainees, but do not have the skills necessary to substantiate their claim. It is felt among the coworkers that many of the Corpsmen's difficulties in job performance arise because the Corpsmen are not psychologically prepared to work eight hours a day, five days every week. Similarly, they are not prepared for the monotonous tasks and the routine of the production line.

This immaturity in attitude toward the job, as seen by coworkers, results in improper on-the-job conduct. Corpsmen often display behaviors which are irresponsible. For example, two behaviors which fall into this category are excessive lateness

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and unexplained poor attendance. Another inappropriate manner of conduct is displayed by Corpsmen when they exhibit behaviors that reflect a lack of discipline. One of the most blatant of these practices is leaving the production line to go and talk to a friend.

Corpsmen also are reported to subscribe to unrealistic claims of proficiency. They seem to feel that Center training is all the preparation they need to be fully capable of doing the job. However, it is claimed that what they are taught at the Center is often totally divorced from the methods used in the company they go to work for. Therefore, their position is not one of a trained worker qualified for the position, rather it is one of raw trainee on his first job. Nevertheless, the Corpsmen maintain their unrealistic attitudes and base their behavior upon it. For example, their approach toward a task is to do it first and wait to be told whether they have done it correctly, rather than to ask how it is to be done and avoid error, as their coworkers would prefer. To them, the way they learned a task at the Center is the correct way and they resent being told that it is done differently in industry. In other words, they persist in defining the job in terms of in-Center as opposed to on-the-job criteria.

Coworkers feel that the Job Corps gives the Corpsmen a false sense of security

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that is detrimental to their performance in industry. Residential training, providing room and board and the "school" atomosphere is seen as pampering the Corpsmen. The Corpsmen are made to feel prepared for and capable of doing a job, although they are being inadequately trained. In effect, the Corpsmen erroneously expect their life in industry to be an extension of their Job Corps experience.

According to coworkers, another influential factor in job performance is peer group influence. Usually if one member of the group is doing well, the others are doing well and vice versa. This is not surprising once the evolution of the peer group formations is traced.

When the Corpsmen first arrive at the job, they all stick together. There are no individuals, merely a single unified front. It is the Corpsmen versus everybody else.

Eventually, this mass breaks up into little clusters, often formed by Center affiliation patterns (i.e. Corpsmen who were friendly at the Center, pal around at the job). The next phase is marked by the attachment of non-Job Corps coworkers to the groups. Finally, Job Corps as a significant factor in patterns of association

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recedes into the background and is replaced by personality preference. Considered in this light, it is to be expected that ambitious people interested in doing the job and getting ahead will congregate with each other. Similarly, it is to be expected that loafers and "goof-offs" will seek out people with the same inclinations.

Recommendations formulated by coworkers to improve the training and social conduct of the Corpsmen include the following:

--Corpsmen should be taught responsibility and methods to help them develop self-discipline.

--Corpsmen should be given accurate and practical background information, devoid of glamorizations, about the industry in which they will work.

--Corpsmen should be encouraged to learn all they can at the Center, but should be made aware that this is the beginning and not the end of their training.

--Corpsmen should be taught to rely on their Job Corps reputation for what it is worth, but also be taught the ability to stand on their own two feet.

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--Corpsmen should be taught how to react to and profit from negative criticism.

--training of Corpsmen should and can be improved by having Center personnel investigate and apply methods and practices in industry to training, rather than relying solely on a textbook.

The last point is noteworthy, since Westrex is a subsidiary of Litton Industries. Apparently, Westrex workers feel that Litton has neglected even to investigate its own subsidiary where a large number of placements were made.

The five coworkers interviewed in Chicago are women and the Corpsman about whom they spoke is the only male, besides the supervisor, in the department.

All confessed initial apprehension about having the Corpsman in their department, because they had never worked with a man before. The department is described as having a relaxed and easy-going atomosphere into which the Corpsman fits extremely well.

All comments about both the Corpsman's job performance and on-the-job conduct are complimentary. However, it is important to note that the Corpsman's successful job performance is totally divorced from his in-Center training. He is not trained for the work he is doing in that department.

It is reported that he is eager to learn, asks questions when he is not sure of procedures, displays interest in advancing to other jobs in the company, and has an extremely good attendance record. The fact that this Corpsman was hand picked at the Center because he exhibited these qualities may indicate that he is not representative of the Corpsman population as a whole.

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RECOMMENDATIONS

The positive impact of Job Corps can be more effectively realized and maintained by ameliorating some of the common problems that confront Corpsmen when they leave Centers. Although these problems currently intervene to diminish the effectiveness of Job Corps, they are not insurmountable. Some of them require only greater coordination and organization to overcome. Others require that specific steps be taken to change current practices in Centers. And still others require the extension of services beyond in-Center training.

Recruiters should be better apprised of actual conditions at Centers, and should scrupulously avoid giving any misleading information to prospective Corpsmen. Mistaken and misleading information leads Corpsmen to feel that they have been deceived and throws the true objectives of Job Corps into question. Once Corpsmen feel they have been lied to, they doubt the credibility of future efforts to help them to achieve their goals.

Screeners should be informed of the vocational training desires of volunteers and should attempt to place them in Centers which offer the appropriate programs.

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If, for any reason, it is impossible to assign a volunteer to a Center which offers his vocational choice, the volunteer should be informed that he is being sent elsewhere and that he will not be able to pursue his chosen vocation.

Improvements of liaison with state employment commissions that carry out placement functions are desirable. Placement facilities should be monitored to ensure that efforts are being made to find jobs for Corpsmen that relate to their training. Placement personnel should be encouraged to meet job and salary standards for given categories of trainees. It would be useful and desirable to have placement facilities report not only on whether a placement has been made, but on the nature of the placement in relation to training attained and the salary level at entry. A placement file should not be considered closed as soon as a Corpsman is placed in any job, but only when he is placed in a job appropriate to his training. It is sometimes necessary to find temporary placement in vocationally-unrelated jobs, because no suitable job opening exists. In this instance, continuing efforts should be made to make an appropriate placement. Thus, a record-keeping system should be devised that would present placement personnel with the Corpsman's name, qualifications, nature of training and the job and salary standards that should be aimed for. The case should remain open until these standards are approximately achieved. At that

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time, the placement facility should forward a copy of the record, including all placements to Job Corps. A success measure could be devised based on the number of closed cases on this basis in relation to the number of open cases.

Placement personnel should receive training to optimize their effectiveness. Such training should include instruction on how to acquaint employers with nature and quality of the Job Corps training of individual Corpsmen. In addition, it should include orientation on how to convince potential employers that Corpsmen are good job risks. Such action on the part of placement personnel will help to ensure that Corpsmen are placed in appropriate jobs performing tasks commensurate with their skills. It is important that it be explained to Corpsmen that they are being placed in jobs that will not fully utilize their skills, or that will require retraining on the job, or training in new skills on the job when this is the case.

Often Corpsmen experience difficulties on a job, because they are overcommitted to a particular routine of performing skills that has been the established practice at Centers. Similarly, Corpsmen create bad feelings with fellow workers and supervisors, because they have an abstract and undefined notion of being qualified. They have come to interpret their training as giving

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them a right to highest-level jobs in their vocation, and feel resentful, cheated and conspired against when they are unable to achieve them. Both of these problems require that current Center practices be modified. Both this study and the study of differences in ethnic learning style recently completed by EDI show that Center personnel share a large part of the responsibility for these attitudes. Centers should be alerted to instruct personnel that they should prepare Corpsmen for the fact performance routines vary widely in the industries in which they hope to find employment. Further, it should be impressed upon Corpsmen during their training that while skills are important, experience counts heavily in the eyes of industry. Corpsmen should be informed of seniority priorities in industry, and that job performance is requisite for advancement, not paper qualifications. Training and skills qualify the Corpsman only to prove his worth to a company. It is his responsibility to use these skills in such a fashion that he is promoted to better jobs.

It is apparent that Corpsmen need more preparation and training in the non-skills aspects of good job performance. This should include practice in how to take instructions, how to relate to supervisors and coworkers, how to dress on the job and for job interviews. Corpsmen should be taught the importance of regular and prompt attendance. They should be instructed to telephone when they will be absent or late. They should be taught to ask supervisors for the ground rules of break and lunch times. Most importantly, they should be impressed with the fact that they can learn from more experienced coworkers. All of these behaviors can be accomplished by modifying present in-Center training, although subsequent follow-through coaching in these areas once they are on the job would be very useful.

Problems of integrating into new communities, both for Corpsmen who return home and those who relocate, cannot be resolved by in-Center activity. Assistance in finding new friends and becoming involved in community organizations must be provided by some facility outside of the Center. It is highly important that Corpsmen make this integration, in order to achieve proper reinforcement to maintain the behaviors they have developed during Center training. The maintenance of behaviors which contribute to productive citizenship is the signal test of Job Corps' success. The alienation created by estrangement from older associates and by relocation in new cities is a poor substitute for community involvement, but one that Corpsmen generally choose to make rather than become involved again with individuals who are engaged in antisocial behavior. Follow-up facilities that help Corpsmen to make entry into new groups and organizations are highly desirable.

A follow-up facility such as a half-way house could perform several valuable functions. It could introduce Corpsmen into community activities. It could help Corpsmen to find a place to live. This is important both for those who return to their own cities and those who relocate. One of the assumptions of Job Corps is that Corpsmen should be removed from environments which are self-defeating. This is one of the rationales for residential training. Yet, many Corpsmen are allowed to leave Centers and return to the same environment, which still provides a panoply of seductions from work and responsibility. For those who relocate, assistance in finding living facilities would be very welcome, as well. The study strongly suggests that those who relocate find better jobs. If, in the future, relocation should be encouraged by Job Corps, the need for such a facility will become more pressing. In addition to assisting Corpsmen to create a new environment and set of associations, half-way houses would provide follow-up counseling in on-the-job behaviors and help to mediate any difficulties the Corpsmen might be having with coworkers or supervisors. Such a half-way house would provide a temporary residential facility for Corpsmen until they can find suitable accommodations. This would provide an alternative for Corpsmen who do not want to return to their old environment, but who cannot immediately find a new residence. A half-way house would be a place to meet people, to discuss employment and personal problems, and where supervisors, coworkers and Corpsmen could meet with a counselor to resolve problems

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and improve communication. Role-play sessions could be conducted to improve Corpsmen social behaviors on the job. In general, a half-way house would be a bridge for Corpsmen from the institutional environment of the Center to independence and self-sufficiency.

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APPENDIX I

FACSIMILES OF DATA

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The following pages are facsimiles of data print-outs. The data are fully presented under separate cover. The facsimile pages are included in this appendix to acquaint the reader with the form of the data referred to in the report.

6616

EDUCATIONAL DESIGN, INC. CORPSMAN ADJUSTMENT STUDY INTERVIEW ANALYSIS BY MAJOR CATEGORY

Major Category	New York	Chicago	San Francisco	Houston	All Cities
Total Mentions	2812 100.0	3339 100.0	2647 100.0	4365 100.0	13163 100.0
1. Job Corps Center	1298 46.2	1074 32.2	1157 43.7	1139 26.1	4668 35.5
2. In-Center Training	138 4.9	139 4.2	215 8.1	214 4.9	706 5.4
3. General Expectations	68 2.4	85 2.5	34 1.3	83 1.9	270 2.1
4. Occupation & Trade	343 12.2	905 27.1	495 18.7	1495 34.2	3238 24.6
5. Economic Conditions	246 8.7	278 8.3	79 3.0	298 6.8	901 6.8
6. Living Quarters & Conditions	188 6.7	127 3.8	172 6.5	166 3.8	653 5.0
7. School	70 2.5	167 5.0	95 3.6	97 2.2	429 3.3
8. Personal Attitudes	461 16.4	564 16.9	400 15.1	873 20.0	2298 17.5

6617

EDUCATIONAL DESIGN, INC. CORPSMAN ADJUSTMENT STUDY ANALYSIS BY INTERMEDIATE CATEGORY

1. JOB CORPS CENTER

	New York		Chicago		San Francisco		Houston		All Cities	
	Categ Based	Total Based	Categ Based	Total Based	Categ Based	Total Based	Categ Based	Total Based	Categ Based	Total Based
Base	1298	2812	1074	3339	1157	2647	1139	4365	4668	13163
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
01. General Reactions	530	530	398	398	310	310	483	483	1721	1721
	40.8	18.8	37.1	11.9	26.8	11.7	42.4	11.1	36.9	13.1
02. Specific Information	108	108	149	149	133	133	152	152	542	542
	8.3	3.8	13.9	4.5	11.5	5.0	13.3	3.5	11.6	4.1
03. Problems	261	261	228	228	293	293	258	258	1040	1040
	20.1	9.3	21.2	6.8	25.3	11.1	22.7	5.9	22.3	7.9
04. Corpsmen Actions	19	19	41	41	17	17	19	19	96	96
	1.5	.7	3.8	1.2	1.5	.6	1.7	.4	2.1	.7
05. Staff Actions	57	57	25	25	30	30	48	48	160	160
	4.4	2.0	2.3	.7	2.6	1.1	4.2	1.1	3.4	1.2
06. Reaction to Training	42	42	23	23	26	26	9	9	100	100
	3.2	1.5	2.1	.7	2.2	1.0	.8	.2	2.1	.8
07. Extracurricular Activities	92	92	63	63	154	154	70	70	379	379
	7.1	3.3	5.9	1.9	13.3	5.8	6.1	1.6	8.1	2.9
08. Miscellaneous Reactions	44	44	9	9	14	14	9	9	76	76
	3.4	1.6	.8	.3	1.2	.5	.8	.2	1.6	.6
09. Reaction to Personnel	145	145	138	138	180	180	91	91	554	554
	11.2	5.2	12.8	4.1	15.6	6.8	8.0	2.1	11.9	4.2

6618

EDUCATIONAL DESIGN, INC.

CORPSMAN ADJUSTMENT STUDY
1. JOB CORPS CENTER

ANALYSIS BY MINOR CATEGORY
01. GENERAL REACTIONS (Page 1)

	New York		Chicago		San Francisco		Houston		All Cities	
	Items Based	Categ Based	Items Based	Categ Based	Items Based	Categ Based	Items Based	Categ Based	Items Based	Categ Based
Base	529 100.0	1297 100.0	398 100.0	1073 100.0	310 100.0	1157 100.0	482 100.0	1138 100.0	1719 100.0	4665 100.0
01. Positive	108 20.4	108 8.3	87 21.9	87 8.1	45 14.5	45 3.9	104 21.6	104 9.1	344 20.0	344 7.4
02. Negative	37 7.0	37 2.9	41 10.3	41 3.8	131 42.3	131 11.3	103 21.4	103 9.1	312 18.2	312 6.7
03. Positive Re Small Groups	12 2.3	12 .9	5 1.3	5 .5	1 .3	1 .1	6 1.2	6 .5	24 1.4	24 .5
04. Negative Re Small Groups	9 1.7	9 .7			11 3.5	11 1.0	17 3.5	17 1.5	37 2.2	37 .8
05. Help to Drop Outs, Etc.	1 .2	1 .1							1 .1	1 *
06. Specific Types of Help Offered	31 5.9	31 2.4	5 1.3	5 .5	4 1.3	4 .3	11 2.3	11 1.0	51 3.0	51 1.1
07. Specific Types of Help Not Given	14 2.6	14 1.1	2 .5	2 .2	9 2.9	9 .8	8 1.7	8 .7	33 1.9	33 .7
08. Positive Re Fellow Corpsmen	14 2.6	14 1.1	20 5.0	20 1.9	9 2.9	9 .8	41 8.5	41 3.6	84 4.9	84 1.8
09. Negative Re Fellow Corpsmen	21 4.0	21 1.6	3 .8	3 .3	16 5.2	16 1.4	44 9.1	44 3.9	84 4.9	84 1.8
10. Made Friends	69 13.0	69 5.3	25 6.3	25 2.3	12 3.9	12 1.0	17 3.5	17 1.5	123 7.2	123 2.6

6619

EDUCATIONAL DESIGN, INC.

CORPSMAN ADJUSTMENT STUDY
1. JOB CORPS CENTER

ANALYSIS BY MINOR CATEGORY
01. GENERAL REACTIONS (Page 2)

	New York		Chicago		San Francisco		Houston		All Cities	
	Items Based	Categ Based	Items Based	Categ Based	Items Based	Categ Based	Items Based	Categ Based	Items Based	Categ Based
Base	529	1297	398	1073	310	1157	482	1138	1719	4665
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
11. Did Not Make Friends	5	5	5	5	2	2			12	12
	.9	.4	1.3	.5	.6	.2			.7	.3
12. Left for Job Which Offered More	2	2	1	1	1	1	2	2	6	6
	.4	.2	.3	.1	.3	.1	.4	.2	.3	.1
13. No Ideas Concerning Changes	1	1	2	2	1	1			4	4
	.2	.1	.5	.2	.3	.1			.2	.1
14. Job Corps Should Be Changed	4	4	3	3	15	15	20	20	42	42
	.8	.3	.8	.3	4.8	1.3	4.1	1.8	2.4	.9
15. Personal Possessions Not Allowed	9	9	1	1			2	2	12	12
	1.7	.7	.3	.1			.4	.2	.7	.3
16. Didn't Want to Leave	1	1	14	14	2	2	7	7	24	24
	.2	.1	3.5	1.3	.6	.2	1.5	.6	1.4	.5
17. Job Corps Helped Solve Problems	18	18	2	2			2	2	22	22
	3.4	1.4	.5	.2			.4	.2	1.3	.5
18. Center Is New	4	4	16	16	1	1	3	3	24	24
	.8	.3	4.0	1.5	.3	.1	.6	.3	1.4	.5
19. New Corpsmen Come Into Center	4	4	4	4	5	5	5	5	18	18
	.8	.3	1.0	.4	1.6	.4	1.0	.4	1.0	.4
20. Mention of Graduation From Job Corps	1	1	1	1			4	4	6	6
	.2	.1	.3	.1			.8	.4	.3	.1

6620

EDUCATIONAL DESIGN, INC. SUPERVISOR INTERVIEWS	CORPSMAN ADJUSTMENT STUDY MAJOR CATEGORY ANALYSIS
Total Responses	1399 100.0
1. Pre-Interview Expectations	269 19.2
2. Entry Procedures	66 4.7
3. On the Job	767 54.8
4. Concurrent With Job	128 9.1
5. Evaluation	169 12.1

6621

EDUCATIONAL DESIGN, INC.
SUPERVISOR INTERVIEWS

CORPSMAN ADJUSTMENT STUDY
INTERMEDIATE CATEGORY ANALYSIS

	Major Base	Total Base
3. On the Job	767 100.0	1399 100.0
3.1 Skills	276 36.0	276 19.7
3.2 Relations With Co-Workers	56 7.3	56 4.0
3.3 Supervisors	203 26.5	203 14.5
3.4 General	171 22.3	171 12.2
3.5 Progress	61 8.0	61 4.4

6622

EDUCATIONAL DESIGN, INC.
SUPERVISOR INTERVIEWS

CORPSMAN ADJUSTMENT STUDY
MINOR CATEGORY ANALYSIS

	Inter Base	Major Base
3.4 General	171 100.0	767 100.0
3.401 Excessive Absences	15 8.8	15 2.0
3.402 Excessive Latenesses	8 4.7	8 1.0
3.403 Recent Employee	17 9.9	17 2.2
3.404 Employed Over Three Months	11 6.4	11 1.4
3.405 Neat Appearance		
3.406 Careless Appearance	2 1.2	2 .3
3.407 Anxious to Learn	58 33.9	58 7.6
3.408 Indifferent to Job	15 8.8	15 2.0
3.409 Difficulty in Adjustment	45 26.3	45 5.9

APPENDIX II

CODE CONSTRUCTS

6624

MAJOR CATEGORY - COL. 22

1. JOB CORPS CENTER

INTERMEDIATE CATEGORY - COLS. 23-24

01. GENERAL REACTIONS

MINOR CATEGORY - COLS. 25-26

01. POSITIVE

02. NEGATIVE

03. POSITIVE RE SMALL GROUPS

04. NEGATIVE RE SMALL GROUPS

05. HELP TO DROP OUTS, ETC.

06. SPECIFIC TYPES OF HELP OFFERED

07. SPECIFIC TYPES OF HELP NOT GIVEN

08. POSITIVE RE FELLOW CORPSMEN

09. NEGATIVE RE FELLOW CORPSMEN

10. MADE FRIENDS

11. DID NOT MAKE FRIENDS

12. LEFT FOR JOB WHICH OFFERED MORE

13. NO IDEAS CONCERNING CHANGES

14. JOB CORPS SHOULD BE CHANGED

15. PERSONAL POSSESSIONS NOT ALLOWED

16. DIDNT WANT TO LEAVE

17. JOB CORPS HELPED SOLVE PROBLEMS

18. CENTER IS NEW

19. NEW CORPSMEN COME INTO CENTER

20. MENTION OF GRADUATION FROM JOB CORPS

6625

MAJOR CATEGORY - COL. 22

1. CONTINUED

INTERMEDIATE CATEGORY - COLS. 23-24

01. GENERAL REACTIONS

MINOR CATEGORY - COLS. 25-26

21. CORPSMEN LEAVE TO GO HOME
22. CORPSMEN LEAVE FOR JOBS
23. CORPSMEN LEAVE FOR A NEW CENTER
24. CENTER HAD GOOD RESULTS WITH OTHERS
25. FELT LONELY, HOMESICK, SCARED, ETC.
26. PEOPLE ARE HELPFUL
27. CHANGE FROM THE OLD ENVIRONMENT
28. ABSENCE OF DISCRIMINATION
29. ONE BIG FAMILY, TOGETHERNESS, ETC.
30. WANTED TO LEAVE AT FIRST
31. JOB CORPS UNCOVERED NEW ABILITIES
32. CORPSMEN DO WORK FOR THEMSELVES
33. BROUGHT MATERIALS RE FORMER INTEREST
34. JOB CORPS HELPS LEARNING PROCESS
35. LEARNED HOW TO LOOK FOR A JOB
36. PERSONAL INFORMATION NOT REVEALED
37. GIVEN INDEPENDENT RESPONSIBILITY
38. COULD LEAVE/NOT SATISFIED
39. ADJUSTED AFTER A WHILE
40. NO CHOICE/TOLD WHAT TO DO

G1020 [redacted]

MAJOR CATEGORY - COL. 22

1. JOB CORPS CENTER

INTERMEDIATE CATEGORY - COLS. 23-24

02. SPECIFIC INFORMATION

MINOR CATEGORY - COLS. 25-26

01. SIZE LESS THAN 100
02. 100 TO 199
03. 200 TO 499
04. 500 TO 999
05. 1,000 OR MORE
06. MENTION OF CENTER LOCATION
07. LENGTH OF STAY ONE MONTH
08. ONE TO THREE MONTHS
09. FOUR TO SIX MONTHS
10. SEVEN TO NINE MONTHS
11. TEN TO TWELVE MONTHS
12. LENGTH OF STAY ONE YEAR OR MORE
13. GRADUATED FROM JOB CORPS
14. DID NOT GRADUATE FROM JOB CORPS
15. MENTION OF SPECIFIC FACILITIES
16. INSTRUCTIONS PRIOR TO ARRIVAL
17. SPECIAL DRESS, WORK CLOTHES, ETC.
18. EARLY RISING, CURFEW, ETC.
19. INSPECTION, CLEANLINESS, ETC.

MAJOR CATEGORY - COL. 22

1. JOB CORPS CENTER

INTERMEDIATE CATEGORY - COLS. 23-24

03. PROBLEMS

MINOR CATEGORY - COLS. 25-26

01. RACIAL DIFFICULTY
02. NAME CALLING RE RACE
03. NAME CALLING NON RACIAL
04. ILLICIT BEHAVIOUR, GAMBLING
05. RULES AND RULE BREAKING
06. AWOL
07. FIGHTING
08. NON ADJUSTMENT
09. BEING DISCRIMINATED AGAINST
10. DISCRIMINATION AGAINST OTHERS
11. NEARBY TOWNSPEOPLE ARE FRIENDLY
12. NEARBY TOWNSPEOPLE ARE UNFRIENDLY
13. CORPSMEN ARE ODD BALLS, STRANGE, ETC

6628

MAJOR CATEGORY - COL. 22

1. CONTINUED

INTERMEDIATE CATEGORY - COLS. 23-24

03. PROBLEMS

MINOR CATEGORY - COLS. 25-26

14. GETTING CAUGHT
15. BREAKING OF CURFEW
16. AGE IDENTIFICATION
17. INADEQUATE FACILITIES
18. NEWNESS OF CENTER
19. CORPSMEN ARE AGGRESSIVE, BOSSY, ETC.
20. BAD REPUTATION
21. DRINKING
22. NARCOTICS
23. GENERAL ROWDINESS
24. LAZINESS
25. FOOD IS BAD

6629

MAJOR CATEGORY - COL. 22

1. JOB CORPS CENTER

INTERMEDIATE CATEGORY - COLS. 23-24

05. STAFF ACTIONS

MINOR CATEGORY - COLS. 25-26

01. OFFENDING STAFF MEMBER DISMISSED
02. OFFENDING STAFF MEMBER DISCIPLINED
03. OFFENDING STAFF MEMBER WARNED
04. STAFF/CORPSMAN CONFRONTATION
05. OFFENDING CORPSMAN SENT HOME
06. OFFENDING CORPSMAN DISCIPLINED
07. OFFENDING CORPSMAN WARNED
08. WEEKEND PASS RESCINDED
09. CONFINED TO CENTER
10. ALL CORPSMEN WARNED
11. NO POLICE AUTHORITY OVER CORPSMEN
12. OFFENDERS SENT TO A NEW CENTER
97. GENERAL PUNISHMENT
98. PUNISHMENT UNFAIR
99. PUNISHMENT FAIR
90. REQUESTED ACTION WAS NOT TAKEN

6630

MAJOR CATEGORY - COL. 22

1. JOB CORPS CENTER

INTERMEDIATE CATEGORY - COLS. 23-24

06. REACTION TO TRAINING

MINOR CATEGORY - COLS. 25-26

01. GENERAL POSITIVE

02. GENERAL NEGATIVE

03. TRAINING TO BUILD RADIOS

04. TRAINING ON SMALL APPLIANCES

05. UTILITY PLANT

06. NEGATIVE RE TRADE COURSES

6631

MAJOR CATEGORY - COL. 22

1. JOB CORPS CENTER

INTERMEDIATE CATEGORY - COLS. 23-24

07. EXTRACURRICULAR ACTIVITIES

MINOR CATEGORY - COLS. 25-26

01. ATHLETICS
02. SOCIAL
03. LITERARY, CULTURAL, ETC.
04. WEEKENDS AT HOME
05. VISITING NON FAMILY
06. ILLICIT ACTIVITY
07. VISITS WITH STAFF MEMBERS
08. ARRANGED TRIPS
09. LEISURE MONEY PROVIDED BY JOB CORPS
10. FREE TIME IN THE EVENINGS
11. DRINKING
12. GO INTO TOWN
13. MONEY FROVIDED IN CENTER ACTIVITIES
99. BREAK IN ROUTINE ACTIVITIES

6632

MAJOR CATEGORY - COL. 22

1. JOB CORPS CENTER

INTERMEDIATE CATEGORY - COLS. 23-24

08. MISCELLANEOUS REACTIONS

MINOR CATEGORY - COLS. 25-26

01. POSITIVE RE FRIENDS
02. NEGATIVE RE FRIENDS
03. POSITIVE RE PARENTS
04. NEGATIVE RE PARENTS
05. POSITIVE RE SIBLINGS
06. NEGATIVE RE SIBLINGS
07. POSITIVE RE FAMILY
08. NEGATIVE RE FAMILY
09. POSITIVE RE EMPLOYERS
10. NEGATIVE RE EMPLOYERS
11. GOOD REPUTATION OF JOB CORPS HELPS
12. BAD REPUTATION OF JOB CORPS HURTS

6633

MAJOR CATEGORY - COL. 22

1. JOB CORPS CENTER

INTERMEDIATE CATEGORY - COLS. 23-24

09. REACTION TO PERSONNEL

MINOR CATEGORY - COLS. 25-26

01. GENERAL POSITIVE
02. GENERAL NEGATIVE
03. POSITIVE RE STAFF
04. NEGATIVE RE STAFF
05. POSITIVE RE ADMINISTRATION
06. NEGATIVE RE ADMINISTRATION
07. POSITIVE RE COUNSELORS
08. NEGATIVE RE COUNSELORS
09. POSITIVE RE INSTRUCTORS
10. NEGATIVE RE INSTRUCTORS
11. POSITIVE RE GUIDANCE STAFF
12. NEGATIVE RE GUIDANCE STAFF
13. PERSONNEL SHOW CORPSMEN HOW TO ...
15. CORPSMEN ALLOWED TO DO THINGS ON OWN

6634

MAJOR CATEGORY - COL. 22

1. JOB CORPS CENTER

INTERMEDIATE CATEGORY - COLS. 23-24

09. REACTION TO PERSONNEL

MINOR CATEGORY - COLS. 25-26

01. GENERAL POSITIVE
02. GENERAL NEGATIVE
03. POSITIVE RE STAFF
04. NEGATIVE RE STAFF
05. POSITIVE RE ADMINISTRATION
06. NEGATIVE RE ADMINISTRATION
07. POSITIVE RE COUNSELORS
08. NEGATIVE RE COUNSELORS
09. POSITIVE RE INSTRUCTORS
10. NEGATIVE RE INSTRUCTORS
11. POSITIVE RE GUIDANCE STAFF
12. NEGATIVE RE GUIDANCE STAFF
13. PERSONNEL SHOW CORPSMEN HOW TO ...
15. CORPSMEN ALLOWED TO DO THINGS ON OWN

6635

MAJOR CATEGORY - COL. 22

2. IN-CENTER TRAINING

INTERMEDIATE CATEGORY - COLS. 23-24

01. COURSES AVAILABLE

MINOR CATEGORY - COLS. 25-26

01. ELECTRONICS
02. I B M
03. AUTOMOTIVE
05. SECRETARIAL WORK
07. CULINARY ARTS
09. CULINARY PLANT
11. TELEVISION
13. RADIO
15. CARPENTRY
17. ELECTRICIAN
19. BOOKKEEPING
21. EDUCATION
23. BUSINESS MACHINES
24. DATA PROCESSING

6636

MAJOR CATEGORY - COL. 22

2. IN-CENTER TRAINING

INTERMEDIATE CATEGORY - COLS. 23-24

02. COURSES TAKEN BY INTERVIEWEE

MINOR CATEGORY - COLS. 25-26

01. MACHINE SHOP
02. SALES
03. CARPENTRY
04. BULLDOZER, TRACTOR, ETC.
05. GENERAL MAINTENANCE
06. FIRE FIGHTING
07. BUILDING, CONSTRUCTION, ETC.
08. DRIVING
09. PRINTING
10. ELECTRONICS
11. UTILITY PLANT
12. DROVE TRUCKS IN/FOR PLANT
13. DATA PROCESSING
14. I B M
15. TYPING
16. COMMUNICATIONS

6637

MAJOR CATEGORY - COL. 22

2. CONTINUED

INTERMEDIATE CATEGORY - COLS. 23-24

02. COURSES TAKEN BY INTERVIEWEE

MINOR CATEGORY - COLS. 25-26

90. BASIC EDUCATION, LIBERAL ARTS

91. BUSINESS COURSES

96. SEVERAL/MANY COURSES

97. INVOLVED IN STUDYING

98. SAME EXPERIENCE PRIOR TO JOB CORPS

99. FIRST EXPERIENCE WITH WORK

17. POLICEMAN

6638

MAJOR CATEGORY - COL. 22

2. IN-CENTER TRAINING

INTERMEDIATE CATEGORY - COLS. 23-24

03. RELATION OF COURSES TO ASPIRATION

MINOR CATEGORY - COLS. 25-26

01. POSITIVE RE ASPIRATION

02. NEGATIVE RE ASPIRATION

03. POSITIVE RE PRESENT JOB

04. NEGATIVE RE PRESENT JOB

6639

MAJOR CATEGORY - COL. 22

2. IN-CENTER TRAINING

INTERMEDIATE CATEGORY - COLS. 23-24

04. EVALUATION OF COURSES

MINOR CATEGORY - COLS. 25-26

01. GENERAL POSITIVE

02. GENERAL NEGATIVE

03. CORPSMEN GIVEN INDEPENDENCE

04. WORK AND STUDY ARE EXPLAINED

05. WORK, STUDY GENERAL

6640

MAJOR CATEGORY - COL. 22

2. IN-CENTER TRAINING

INTERMEDIATE CATEGORY - COLS. 23-24

05. MECHANICS OF COURSES

MINOR CATEGORY - COLS. 25-26

01. GENERAL POSITIVE
02. GENERAL NEGATIVE
03. CONFUSING
04. DISORGANIZED
05. TOO MANY SCHEDULE CHANGES
06. TOO MANY STAFF CHANGES
07. TOO MANY SUBJECTS
08. LEVEL IS TOO HIGH
09. LEVEL IS TOO LOW
10. PACE OF LEARNING IS TOO FAST
11. PACE OF LEARNING IS TOO SLOW
12. POSITIVE RE TEACHING STAFF
13. NEGATIVE RE TEACHING STAFF
14. TIME SHOULD BE LONGER
15. TIME SHOULD BE SHORTER
16. TIME SPENT IS JUST RIGHT
17. POSITIVE RE INDIVIDUAL ATTENTION
18. NEGATIVE RE INDIVIDUAL ATTENTION
19. LEARNED FROM OTHERS

6641

MAJOR CATEGORY - COL. 22

3. GENERAL EXPECTATIONS

INTERMEDIATE CATEGORY - COLS. 23-24

01. EXPECTATIONS CONCERNING JOB CORPS

MINOR CATEGORY - COLS. 25-26

01. MEET NEW FRIENDS

02. GO TO DIFFERENT PLACES

03. UNAFRAID OF LEAVING HOME

04. EXPECTED TOO MUCH

6642

MAJOR CATEGORY - COL. 22

3. GENERAL EXPECTATIONS

INTERMEDIATE CATEGORY - COLS. 23-24

02. RECOMMENDATION SOURCE RE JOB CORPS

MINOR CATEGORY - COLS. 25-26

01. HEARD ABOUT IT ON TELEVISION
02. HEARD ABOUT IT ON RADIO
03. PARENTS SUGGESTED IT
04. OTHER RELATIVES SUGGESTED IT
05. TEACHER SUGGESTED IT
06. FRIENDS SUGGESTED IT
07. READ ABOUT JOB CORPS
08. RECOMMENDED BY EX JOB CORPSMEN
09. SUGGESTED BY ORGANIZATION
10. HEARD ABOUT JOB CORPS IN HIGH SCHOOL
11. SUGGESTED BY EMPLOYMENT AGENCY
12. HEARD ABOUT JOB CORPS AT WORK
99. GENERAL RESPONSE

6643

MAJOR CATEGORY - COL. 22

4. OCCUPATION & TRADE

INTERMEDIATE CATEGORY - COLS. 23-24

10. RELATIONSHIP TO HIGHER STAFF

MINOR CATEGORY - COLS. 25-26

01. GENERAL POSITIVE
02. GENERAL NEGATIVE
03. PRIOR ACQUAINTANCE THROUGH JOB CORPS
04. FOREMAN HELPFUL
05. FOREMAN NOT HELPFUL
06. POSITIVE RE SUPERVISORS
07. NEGATIVE RE SUPERVISORS
08. WORK IS SUPERVISED/INSPECTED
09. TURN TO EXPERIENCED WORKERS
99. GOOD RELATIONS WITH WORKERS

6644

MAJOR CATEGORY - COL. 22

4. OCCUPATION & TRADE

INTERMEDIATE CATEGORY - COLS. 23-24

01. PRESENT OCCUPATION OR TRADE

MINOR CATEGORY - COLS. 25-26

01. NOW WORKING
02. UNEMPLOYED
03. JOB INTERVIEW COMPLETED
04. BEGINNING NEW JOB SOON
05. PARENTS NOW WORKING
06. SIBLINGS NOW WORKING
07. PARENTS NOT WORKING
08. SIBLINGS NOT WORKING
09. PRESENTLY OUT OF WORK TEMPORARY
21. STACKER
22. SHIPPING CLERK
23. MACHINE OPERATOR
24. CLOTHES SORTER
25. GRINDING AND SANDING
26. WELDING

6645

MAJOR CATEGORY - COL. 22

4. CONTINUED

INTERMEDIATE CATEGORY - COLS. 23-24

01. PRESENT OCCUPATION OR TRADE

MINOR CATEGORY - COLS. 25-26

27. CARPENTRY
28. PLUMBING
29. STEEL WORKER
30. CRANE OPERATOR
31. GENERAL HELPER
32. SIGN PAINTER
33. PRINTING
34. ELECTRONICS
35. GOVERNMENT
36. PAINTING
37. HOSPITAL
96. DOMESTIC
97. HANDYMAN, WATCHMAN, ETC.
98. ODD JOBS
99. GENERAL WORK AT PRESENT
38. LANDSCAPING
39. SECRETARIAL

6646

MAJOR CATEGORY - COL. 22

4. OCCUPATION & TRADE

INTERMEDIATE CATEGORY - COLS. 23-24

02. OCCUPATIONAL ASPIRATION

MINOR CATEGORY - COLS. 25-26

01. BECOME TOPS AT TRADE
02. JOB WITH ADVANCEMENT
03. MAKE GOOD MONEY
04. LOAF, DO NOTHING, ETC.
05. DONT KNOW, UNDECIDED
11. JOB CORPS SUPPLIED DESIRED TRAINING
12. DID NOT SUPPLY DESIRED TRAINING
13. ON THE JOB REQUEST
21. SALES
22. CARPENTRY
23. CRANE OPERATOR
24. ART
25. TELEVISION
26. RADIO
27. CIVIL SERVICE
28. DIRECTOR OF PERSONNEL
97. SATISFIED WITH CHOICE
98. NOT SATISFIED WITH CHOICE
99. WOULD LIKE SAME JOB AS PARENT

6647

MAJOR CATEGORY - COL. 22

4. OCCUPATION & TRADE

INTERMEDIATE CATEGORY - COLS. 23-24

03. REACTION TO PRESENT OCCUPATION

MINOR CATEGORY - COLS. 25-26

01. ADVANCEMENT BY LEARNING
02. NO CHANCE GIVEN
03. GENERAL POSITIVE
04. GENERAL NEGATIVE
05. CHANCES TO REMAIN ARE GOOD
06. NO ALTERNATIVE TO STAYING ON JOB
07. JOB OK TEMPORARILY
08. TOOK JOB OUT OF NECESSITY
09. LOOKING FOR ANOTHER JOB
10. WOULD LIKE TO RELOCATE
12. GET HELP FROM CO WORKERS
13. INDEPENDENT, ON ONES OWN
14. HAVE LEARNED ABOUT JOB
15. CHANCE FOR/ALREADY HAVE A RAISE
16. JOB HELPS WITH SCHOOL WORK
17. JOB IS DIFFERENT/CHALLENGING
99. JOB IS NECESSARY
97. GENERAL DISCUSSION
98. DOING WELL

6648

MAJOR CATEGORY - COL. 22

4. OCCUPATION & TRADE

INTERMEDIATE CATEGORY - COLS. 23-24

04. NUMBER OF JOBS HELD SINCE JOB CORPS

MINOR CATEGORY - COLS. 25-26

01. NONE

02. PRESENT JOB ONLY

03. ONE

04. TWO

05. THREE

06. FOUR

07. FIVE

08. SIX OR MORE

09. VARIOUS JOBS

6649

MAJOR CATEGORY - COL. 22

4. OCCUPATION & TRADE

INTERMEDIATE CATEGORY - COLS. 23-24

05. DURATION OF PRESENT JOB

MINOR CATEGORY - COLS. 25-26

01. ONE MONTH OR LESS
02. TWO MONTHS
03. THREE MONTHS
04. FOUR MONTHS
05. FIVE MONTHS
06. SIX MONTHS
07. SEVEN TO NINE MONTHS
08. TEN TO TWELVE MONTHS
09. MORE THAN ONE YEAR
10. JUST BEGAN

6650

MAJOR CATEGORY - COL. 22

4. OCCUPATION & TRADE

INTERMEDIATE CATEGORY - COLS. 23-24

06. NATURE OF PLACEMENT

MINOR CATEGORY - COLS. 25-26

01. THROUGH JOB CORPS
02. THROUGH SCHOOL
03. THROUGH GUIDANCE ADVISOR
04. STATE EMPLOYMENT
05. PRIVATE EMPLOYMENT AGENCY
06. ON MY OWN
07. WENT TO MANY PLACES FOR HELP
08. THROUGH NEIGHBORHOOD ORGANIZATIONS
09. THROUGH THE UNION
10. PARENTS/FRIENDS/RELATIVES
11. PLACEMENT REPRESENTED MANY PROBLEMS
12. APPLIED FOR SPECIFIC JOBS
13. POSITIVE RE EMPLOYMENT AGENCY
14. NEGATIVE RE EMPLOYMENT AGENCY
22. NO TIME TO WAIT

6651

MAJOR CATEGORY - COL. 22

4. OCCUPATION & TRADE

INTERMEDIATE CATEGORY - COLS. 23-24

07. POST JOB CORPS WAIT FOR INTERVIEW

MINOR CATEGORY - COLS. 25-26

01. ONE MONTH OR LESS

02. TWO MONTHS

03. THREE MONTHS

04. FOUR MONTHS

05. FIVE MONTHS

06. SIX MONTHS

07. SEVEN TO NINE MONTHS

08. TEN TO TWELVE MONTHS

09. MORE THAN ONE YEAR

10. GENERAL DISCUSSION

MAJOR CATEGORY - COL. 22

4. CONTINUED

INTERMEDIATE CATEGORY - COLS. 23-24

06. NATURE OF PLACEMENT

MINOR CATEGORY - COLS. 25-26

15. GENERAL COMMENTS RE GOOD EXPERIENCES
16. GENERAL COMMENTS RE BAD EXPERIENCES
17. COMMENTS RE PLACEMENT PERSONNEL
18. THROUGH ADVERTISEMENTS
19. INTERVIEWS GIVEN TO JOB CORPSMEN
20. CORPSMEN HIRED BY SPECIFIC INDUSTRY
21. JOB CORPS PLACEMENT PROCEDURES POOR
98. AGENCY IGNORANT RE APPLICANT
99. SOMEONE NEEDED A WORKER AND APPLIED

6653

MAJOR CATEGORY - COL. 22

4. OCCUPATION & TRADE

INTERMEDIATE CATEGORY - COLS. 23-24

08. PROBLEMS ON THE JOB

MINOR CATEGORY - COLS. 25-26

01. ACCUSED OF GENERAL FOUL UP
02. MESSING UP MACHINES
03. MACHINE BREAKDOWN
04. LITTLE PRIOR TRAINING
05. POOR REFERENCES
06. NOT ENOUGH REFERENCES
07. TECHNICAL TRAINING TOO HARD
08. ARGUED WITH CO WORKERS
09. GENERALLY ARGUMENTATIVE
10. DISCHARGED FROM JOB
11. NOT ENOUGH EDUCATION
12. DIFFICULTY WITH CO WORKERS
13. NAME CALLING RACIAL
14. NAME CALLING NON RACIAL
15. SUPERVISORS DONT KNOW THE INDIVIDUAL
16. QUIT
17. PRESSURE FROM JOB
18. NO RACIAL PROBLEMS
19. WORK DAY TOO LONG AND TIRING
20. NOT ENOUGH TRAINING TIME ON JOB

6654

MAJOR CATEGORY - COL. 22

4. CONTINUED

INTERMEDIATE CATEGORY - COLS. 23-24

08. PROBLEMS ON THE JOB

MINOR CATEGORY - COLS. 25-26

21. NO STANDING BENEFITS

22. PAY/RAISES SLOW

23. WORK WEEK TOO LONG

24. ADVANCEMENT SLOW

25. JOB IS DANGEROUS

26. NO PERSONAL ATTENTION GIVEN

27. FOREMAN WAS SWITCHED

28. HAVE ADJUSTED TO CONDITIONS

29. UNPOPULAR SHIFTS OR TASKS

30. NOT ENOUGH SUPERVISION

31. NEGATIVE IMAGE WITH BOSS

32. DONT KNOW LINGO AND PROCEDURES

33. DEMOTED ON JOB

34. DONT UNDERSTAND PAY CHECK

99. UNSURE, AFRAID OF ERRORS, ETC.

6655

MAJOR CATEGORY - COL. 22

4. OCCUPATION & TRADE

INTERMEDIATE CATEGORY - COLS. 23-24

09. MECHANICS OF THE JOB

MINOR CATEGORY - COLS. 25-26

01. NIGHT WORK

02. TRIAL PERIOD

03. DAY WORK

04. TRAVEL/OUT OF TOWN

05. MUST REPORT IN EVERY MORNING

06. RECEIVE BENEFITS, JOIN UNION

07. DAY OFF

08. HOLIDAYS WITH PAY

09. PROFIT SHARING

10. REGULAR ATTENDANCE REQUIRED

11. WEEKENDS OFF

99. GENERAL DESCRIPTION OF JOB MECHANICS

6656

MAJOR CATEGORY - COL. 22

5. ECONOMIC CONDITIONS

INTERMEDIATE CATEGORY - COLS. 23-24

02. INCOME FROM SOURCES OTHER THAN JOB

MINOR CATEGORY - COLS. 25-26

01. ADDITIONAL PART TIME WORK
02. MONEY LENDING FOR PROFIT
03. JOB CORPS DEPARTURE MONEY
04. JOB CORPS EARNINGS
05. FROM FRIENDS
06. FROM PARENTS
07. FROM OTHER RELATIVES
08. NEVER BORROW MONEY
09. WEEKEND JOBS
10. JOB CORPS STIPENDS
99. NONE

6657

MAJOR CATEGORY - COL. 22

5. ECONOMIC CONDITIONS

INTERMEDIATE CATEGORY - COLS. 23-24

03. EXPENDITURES FOR BASIC NEEDS

MINOR CATEGORY - COLS. 25-26

01. FOOD

02. CLOTHING

03. SHOES

04. WORK CLOTHES

05. TRANSPORTATION

06. MEALS WHILE ON JOB

07. TOO MUCH FOR FOOD

08. TOO MUCH FOR CLOTHING

09. TOO MUCH FOR WORK CLOTHES

10. TOO MUCH FOR TRANSPORTATION

11. TOO MUCH FOR MEALS ON JOB

12. UTILITIES

13. RENT

99. USED TO PAY EXISTING BILLS

98. LIVING EXPENSES TOO HIGH

6658

MAJOR CATEGORY - COL. 22

5. ECONOMIC CONDITIONS

INTERMEDIATE CATEGORY - COLS. 23-24

04. LUXURY AND LEISURE EXPENDITURES

MINOR CATEGORY - COLS. 25-26

- 01. FANCY CLOTHING
- 02. JEWELRY
- 03. PLEASURES GENERAL
- 04. EQUIPMENT AND INSTRUMENTS
- 05. DATES
- 06. GIRLS
- 07. ENTERTAINING/PARTIES
- 08. DANCING
- 09. MOVIES
- 10. SPECTATOR EVENTS
- 11. RECORDS
- 12. MAGAZINES AND BOOKS
- 13. SEX BASED ACTIVITY
- 14. GAMBLING
- 15. CARS
- 16. SHOWS
- 17. ATHLETICS
- 18. SAME AS EVERYBODY ELSE
- 19. FOOD AND DRINK

6659

MAJOR CATEGORY - COL. 22

5. ECONOMIC CONDITIONS

INTERMEDIATE CATEGORY - COLS. 23-24

05. DISPOSITION OF FUNDS RE OTHERS

MINOR CATEGORY - COLS. 25-26

01. PARENTS

02. OTHER RELATIVES

03. WIFE

04. CHILDREN

05. FRIENDS

06. CREDITORS

07. TIME OR CREDIT PAYMENTS

6660

MAJOR CATEGORY - COL. 22

5. ECONOMIC CONDITIONS

INTERMEDIATE CATEGORY - COLS. 23-24

06. GENERAL COMMENTS, AVAILABILITY, ETC.

MINOR CATEGORY - COLS. 25-26

01. GENERAL POSITIVE
02. GENERAL NEGATIVE
03. DIFFICULTY MANAGING MONEY
04. PROBLEMS WAITING FOR JOB CORPS CHECK
05. NO JOB CORPS CHECK UPON DEPARTURE
06. PRESENCE OF SAVINGS
07. ABSENCE OF SAVINGS
08. PLAN TO REPAY PARENTS
09. JOB PAY IS ADEQUATE
10. JOB PAY IS INADEQUATE
11. DO NOT BUY ON CREDIT
12. ALWAYS SAVE MONEY FOR PURCHASES
99. GENERAL COMMENTS RE PAYCHECK

6661

MAJOR CATEGORY - COL. 22

6. LIVING QUARTERS & CONDITIONS

INTERMEDIATE CATEGORY - COLS. 23-24

01. GENERAL COMMENTS

MINOR CATEGORY - COLS. 25-26

01. POSITIVE
02. NEGATIVE
03. SPACE IS ADEQUATE
04. SPACE IS INADEQUATE
05. NEIGHBORHOOD IS GOOD
06. NEIGHBORHOOD IS BAD
07. RENTED APARTMENT
08. FURNISHED ROOM
09. RENT IS WITHIN MEANS
10. RENT IS TOO HIGH
11. CONTACT WITH NEIGHBORS
12. NO CONTACT WITH NEIGHBORS
13. PLEASANT NEIGHBORS
14. UNPLEASANT NEIGHBORS
15. RESIDENTIAL HOTEL
16. INSTITUTION
17. PHYSICAL DESCRIPTION OF NEIGHBORHOOD
18. APARTMENT HOTEL
19. GOT HELP IN HUNTING FOR APARTMENT
99. MENTION OF PHYSICAL FACILITIES

6662

MAJOR CATEGORY - COL. 22

6. LIVING QUARTERS & CONDITIONS

INTERMEDIATE CATEGORY - COLS. 23-24

02. WITH WHOM INTERVIEWEE NOW LIVES

MINOR CATEGORY - COLS. 25-26

01. PARENTS
02. SIBLINGS
03. RELATIVES
04. FRIENDS
05. WIFE
06. WIFE AND CHILDREN
07. ALONE
08. ROOM MATE
09. FELLOW JOB CORPSMAN
10. FATHER DEAD
11. MOTHER DEAD
12. BIRTH ORDER OF INTERVIEWEE
13. DESIRE TO LIVE WITH ROOM MATE

6663

MAJOR CATEGORY - COL. 22

6. LIVING QUARTERS & CONDITIONS

INTERMEDIATE CATEGORY - COLS. 23-24

03. FUTURE PLANS

MINOR CATEGORY - COLS. 25-26

01. MOVE OUT OF PARENTAL HOME

02. MOVE TO NEW CITY

03. MOVE TO MORE CONVENIENT LOCATION

04. MOVE IN WITH A ROOM MATE

05. MOVE BACK WITH PARENTS

06. RETURN TO HOME CITY

6664

MAJOR CATEGORY - COL. 22

6. LIVING QUARTERS & CONDITIONS

INTERMEDIATE CATEGORY - COLS. 23-24

04. LOCATION AS REGARDS AVAILABILITY

MINOR CATEGORY - COLS. 25-26

01. CONVENIENT TO JOB
02. INCONVENIENT TO JOB
03. TRANSPORTATION CONVENIENT
04. TRANSPORTATION INCONVENIENT
05. CONVENIENT TO SCHOOL
06. INCONVENIENT TO SCHOOL
07. POSITIVE RE PARENTS
08. NEGATIVE RE PARENTS
09. POSITIVE RE FRIENDS
10. NEGATIVE RE FRIENDS
11. CONVENIENT TO CENTER OF CITY
12. INCONVENIENT TO CENTER OF CITY

6665

MAJOR CATEGORY - COL. 22

6. LIVING QUARTERS & CONDITIONS

INTERMEDIATE CATEGORY - COLS. 23-24

05. WAY TIME IS SPENT RE LIVING QUARTERS

MINOR CATEGORY - COLS. 25-26

01. HANGING AROUND
02. TELEVISION AND RADIO
03. WITH FRIENDS/BUDDIES
04. SPECTATOR EVENTS, BALLGAMES, ETC.
05. PERSONAL GROOMING
06. USE PUBLIC RECREATIONAL FACILITIES
07. MOVIES/SHOWS
08. STAY AT HOME
09. GO TO CHURCH
10. GO OUT, FOOD AND DRINK, ETC.

6666

MAJOR CATEGORY - COL. 22

7. SCHOOL

INTERMEDIATE CATEGORY - COLS. 23-24

01. PAST SCHOOL HISTORY AND EXPERIENCE

MINOR CATEGORY - COLS. 25-26

01. FROM SCHOOL DIRECTLY TO JOB CORPS
02. LIKED SCHOOL
03. DISLIKED SCHOOL
04. DROP OUT
05. DID WELL
06. DID NOT DO WELL
07. LIKED TEACHERS
08. DISLIKED TEACHERS
09. FIRST YEAR HIGH SCHOOL
10. SECOND YEAR HIGH SCHOOL
11. THIRD YEAR HIGH SCHOOL
12. COMPLETED HIGH SCHOOL
13. SOME COLLEGE
14. BUSINESS OR TRADE SCHOOL
15. COMPLETED HIGH SCHOOL IN JOB CORPS
16. SCHOOL DID NOT PREPARE FOR JOB CORPS
17. WAS A STUDENT LEADER
99. HAD VARIED SCHOOL EXPERIENCE

6667

MAJOR CATEGORY - COL. 22

7. SCHOOL

INTERMEDIATE CATEGORY - COLS. 23-24

02. POST JOB CORPS PLANS RE SCHOOL

MINOR CATEGORY - COLS. 25-26

01. WOULD LIKE TO RETURN TO DAY SCHOOL
02. WOULD LIKE TO FINISH SCHOOL
03. FULL TIME STUDENT
04. WILL TAKE EQUIVALENCY TEST
05. NO DESIRE TO RESUME SCHOOL
06. FINISHED SCHOOL AFTER JOB CORPS
07. IN SCHOOL AT PRESENT
08. WILL FINISH WHEN FINANCIALLY ABLE
09. SIBLINGS STILL IN SCHOOL
10. WISH TO GO TO NIGHT SCHOOL
11. DESIRE FOR SPECIAL COURSES
12. MUST WAIT BEFORE RETURNING TO SCHOOL
13. NO TIME FOR SCHOOL
99. STILL IN SCHOOL

6668

MAJOR CATEGORY - COL. 22

7. SCHOOL

INTERMEDIATE CATEGORY - COLS. 23-24

03. GENERAL ATTITUDE TOWARDS SCHOOL

MINOR CATEGORY -- COLS. 25-26

01. POSITIVE

02. NEGATIVE

03. NECESSARY

04. NO GOOD JOBS WITHOUT EDUCATION

05. SELF IMPROVEMENT IS IMPORTANT

06. TEACHERS ARE GENERALLY HELPFUL

6668
6669

MAJOR CATEGORY - COL. 22

8. PERSONAL ATTITUDES

INTERMEDIATE CATEGORY - COLS. 23-24

01. ATTITUDES TOWARDS SEX AND MARRIAGE

MINOR CATEGORY - COLS. 25-26

01. HOPES TO MARRY SOON
02. WAITING FOR BETTER CONDITIONS
03. HUSBAND SHOULD SUPPORT WIFE
04. WOMEN ARE NOT TO BE TRUSTED
05. INTERVIEWEE ONLY INTERESTED IN SEX
06. INDIFFERENT TO SEX
07. GENERAL COMMENTS RE FRIENDS
08. COMMENTS RE NEW FRIENDS
09. GOING STEADY
10. GENERAL DATING RATHER THAN STEADY
11. DONT GO OUT ENOUGH
12. NOT GOING STEADY
13. DISCUSSION OF FRIENDS FROM JOB CORPS
14. GENERAL MENTION OF FAMILY
15. WANT BETTER THINGS FOR OWN CHILDREN
16. DONT WANT CHILDREN
17. MARRIED
18. CHILDREN GOOD TO HAVE

6670

8. PERSONAL ATTITUDES

INTERMEDIATE CATEGORY - COLS. 23-24

02. CHILDHOOD MEMORIES

MINOR CATEGORY - COLS. 25-26

01. POSITIVE RE PARENTS
02. NEGATIVE RE PARENTS
03. GENERAL POSITIVE
04. GENERAL NEGATIVE
05. DESIRE TO LEAVE HOME
06. ROUGH CHILDHOOD
07. PRE JOB CORPS ILLICIT ACTIVITY
08. PICKED UP BY THE POLICE
09. CURFEW BREAKING
10. PICKED UP WITH OTHERS
11. PROBLEMS WITH IDENTIFICATION
12. HAD JOB PRIOR TO JOB CORPS
13. DIDNT WORK PRIOR TO JOB CORPS
14. OWNERSHIP OF PERSONAL GOODS
15. WAS A BAD KID
16. HATED WORK PRIOR TO JOB CORPS
17. PEOPLE HAD FAITH IN ME
18. PEOPLE DIDNT HAVE FAITH IN ME
19. NO REAL PLANS PRIOR TO JOB CORPS
20. GENERAL PROBLEM BEHAVIOUR
21. DRINKING AND DRUNKEN ACTIVITY

6671

MAJOR CATEGORY - COL. 22

8. PERSONAL ATTITUDES

INTERMEDIATE CATEGORY - COLS. 23-24

03. POST JOB CORPS ADJUSTMENT

MINOR CATEGORY - COLS. 25-26

01. GENERAL POSITIVE
02. GENERAL NEGATIVE
03. GOOD TO RETURN TO HOME CITY
04. OUT OF THE OLD RUT
05. NO CHANGE, BACK IN OLD RUT, ETC.
06. DIFFICULTIES IN NEW ENVIRONMENT
07. SUPERIOR TO OLD ENVIRONMENT
08. STOPPED ILLICIT ACTIVITY
09. HANG AROUND ALL THE TIME
10. DO A LOT OF DRINKING
11. HAVE MET A NEW CROWD
12. VISIT WITH OLD FRIENDS
13. VISIT OLD GANG/CROWD/GROUP

6672

MAJOR CATEGORY - COL. 22

8. CONTINUED

INTERMEDIATE CATEGORY - COLS. 23-24

03. POST JOB CORPS ADJUSTMENT

MINOR CATEGORY - COLS. 25-26

14. NEED MANY PERSONAL ITEMS
15. NEW ENVIRONMENT IS AMUSING
16. GENERAL COMMENTS RE PLACE OF BIRTH
17. CANT CONTACT JOB CORPS FRIENDS
18. WOULD LIKE TO RETURN TO JOB CORPS
19. WOULD LIKE TO RETURN TO HOME TOWN
20. WOULD STAY IF HAD BETTER JOB
21. HAVE GAINED NEW RESPECT FROM OTHERS
22. WOULD LIKE TO VISIT FAMILY
23. MAINTAINS CONTACT WITH JOB CORPS
24. KNEW ABOUT CITY PRIOR TO ARRIVAL
25. BRING FAMILY TO NEW CITY

6673

MAJOR CATEGORY - COL. 22

8. PERSONAL ATTITUDES

INTERMEDIATE CATEGORY - COLS. 23-24

04. WHAT SHOULD COURSE OF ACTION NOW BE

MINOR CATEGORY - COLS. 25-26

01. STRAIGHTEN SELF OUT
02. GET A GOOD JOB
03. HARD TO GET ALL THAT I WANT
04. WILL WORK TO HELP PARENTS
99. NOTHING DEFINITE
98. LIVE A GOOD LIFE

6674

MAJOR CATEGORY - COL. 22

8. PERSONAL ATTITUDES

INTERMEDIATE CATEGORY - COLS. 23-24

05. REASONS FOR COMING TO PRESENT CITY

MINOR CATEGORY - COLS. 25-26

01. CAME BECAUSE OF JOB

02. CAME TO LEARN A TRADE

03. CAME FOR TEMPORARY STAY

6675
49

MAJOR CATEGORY - COL. 22

8. PERSONAL ATTITUDES

INTERMEDIATE CATEGORY - COLS. 23-24

06. GENERAL REACTIONS TO ARMY SERVICE

MINOR CATEGORY - COLS. 25-26

01. NEGATIVE RE FUTURE SERVICE
02. POSITIVE RE FUTURE SERVICE
03. NEGATIVE RE PAST SERVICE
04. POSITIVE RE PAST SERVICE
05. NEGATIVE IN GENERAL DISCUSSION
06. GENERAL CONVERSATION ABOUT THE ARMY
07. GENERAL DISCUSSION RE PAST SERVICE
08. AM WAITING TO BE DRAFTED
09. POSITIVE DESIRE FOR ARMY SERVICE